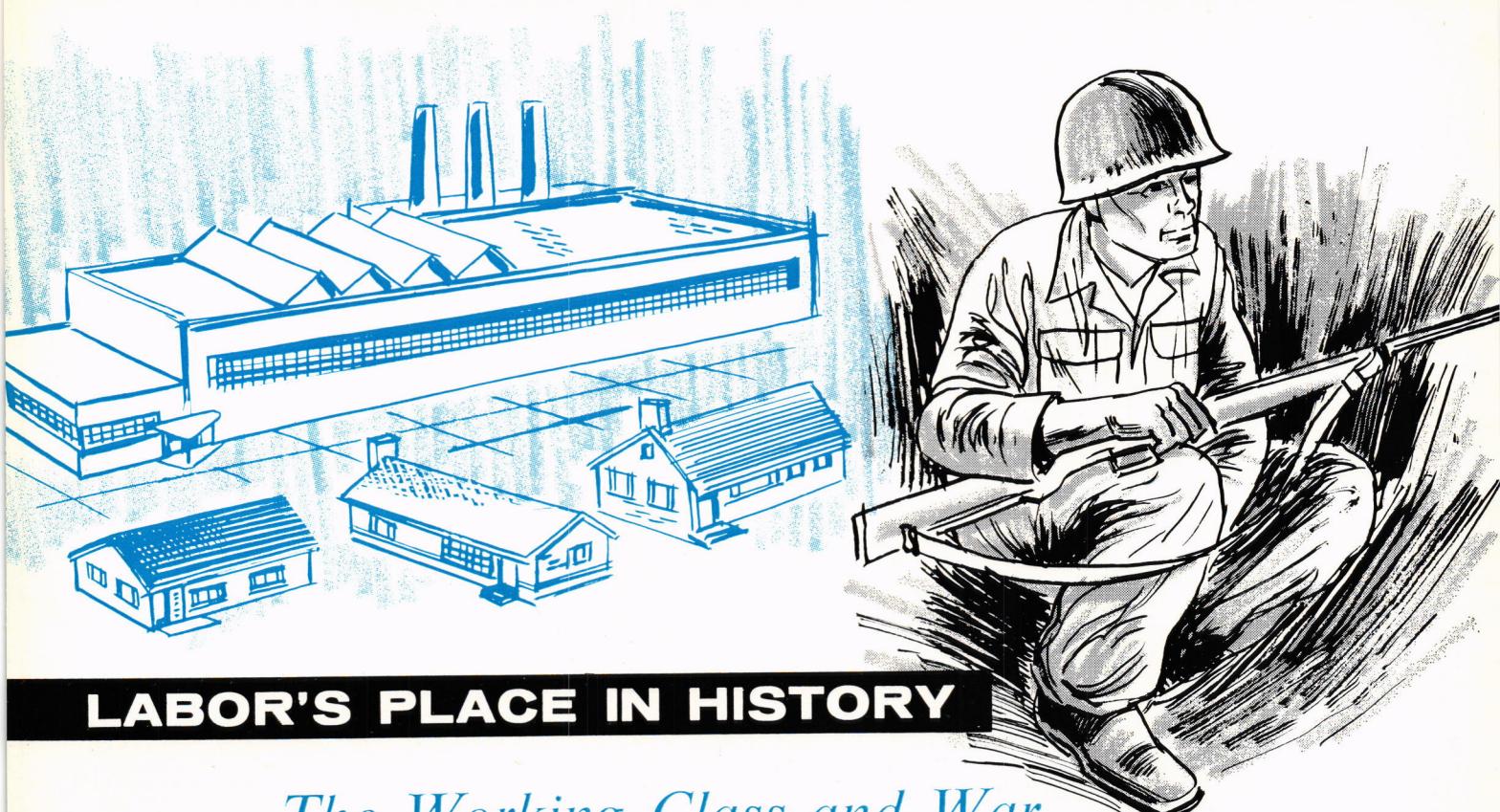


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

DECEMBER, 1965





LABOR'S PLACE IN HISTORY

The Working Class and War

THROUGHOUT THE HISTORY of mankind, the burden of war has fallen heavily on the shoulders of those who labor for their daily bread.

It was so in early times when feudal barons swept the serfs in from the fields and onto the battle fields to fight their wars.

It is true today when the monthly draft quota is more likely to be filled with sons from lower income families than from the youth whose homes are in upper suburbia.

The cruel fact surrounding the draft—the Universal Selective Service Act passed in 1939—is that the draftee who becomes G.I. Joe, more often than not, comes from a family which realizes its livelihood from a factory or weekly payroll.

Simply put, it is the young man from a higher income family who makes it to college, since college education is directly related to income. It has been determined that the average income of families with a student at one mid-west state university is well over \$10,000. Such income is not the economic history of a factory worker reporting to IRS on Form 1040.

It is a fact that deferments from the draft go to those seeking higher education. These fortunate members of our younger generation stay in school longer once they are deferred, longer than do those who through economic necessity enroll in trade and technical schools.

It is the college graduate—usually through training in a college ROTC program—who begins his military service as an officer. If the low-income draftee ever makes it inside the officers' club, it is most likely because he won a commission as a shock troop on the battle field for an act of leadership and valor under fire.

When and if Johnny comes marching home, the veteran with the college degree secured before military service can go about pursuing his career. The low-income discharged veteran, in the majority of cases, enjoys the good fortune of a college education only if some government program such as a G.I. Bill is available to him to meet the expenses.

And even in this event, the low-income patriot finds himself with a four-year late start in the world of business. Being a step behind, it seems, has become a way of life.

Those, then, are the less tragic economic consequences of war for the low-income group.

The ultimate in tragedy befalls the parents of sons who faced a lonely death in some remote region of the world in a war he little understood.

Peace is the most vital of all needs of the human race. Peace is especially wanted by those who must labor for a living because labor's place in history has taught that shouldering a carbine is the role predetermined for the working man's son.

The economics of life—often cruel enough in peacetime—are cruel indeed in wartime. Income levels determine the makeup of the monthly draft call, the makeup of the infantry, and the roster of the officer corps.

Too, income levels have a lifelong effect on those who by God's grace escape the sniper's bullet or the booby traps on the world's political battlefields.

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December, 1965

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The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Special News Report

Clamor Grows in Congress for Investigation of Justice Department

(EDITOR'S NOTE: In its November, 1965, issue, the INTERNATIONAL TEAMSTER carried the speeches of four congressmen—Kenneth Gray, Democrat of Illinois; Alvin O'Konski, Republican of Wisconsin; Robert Ellsworth, Republican of Kansas; and John Dent, Democrat of Pennsylvania. All four called out in speeches on the floor of the House of Representatives for an investigation into the Justice Department handling of certain prosecutions. As the Congressional Record caught up with the rush of business when Congress adjourned, nine more Congressmen had joined in the rising clamor for an investigation into the Justice Department. The speeches of the nine are printed below for your information.)

The Case of Edward Partin, a Government Witness

**EXTENSION OF REMARKS
OF
HON. RICHARD L. ROUDEBUSH
OF INDIANA
IN THE HOUSE OF REPRESENTATIVES
Friday, October 22, 1965**

Mr. ROUDEBUSH. Mr. Speaker, I have just completed the reading and study of the remarks made by the gentleman from Illinois [Mr. GRAY] on October 22, 1965. I must commend my friend and colleague for bringing these facts, unknown to me, to the attention of the House.



It is difficult for me to comprehend the reason and extent of the action of the Justice Department in the case of Edward Partin, a Government witness. Certainly, the seriousness of these charges made by the gentleman from Illinois concerning the

arrest records and the favored treatment of Partin by the Justice Department should be a matter of interest to every member of Congress. It, undoubtedly, gives emphasis to the action of the House Committee on the Judiciary to look into the matter of procedure by our Justice Department.

I am not concerned with the particular defendant in this case. I question only the reliability of the testimony of the witness, Partin.

Assuming that my friend, the gentleman from Illinois, is correct in his as-

sertion before the House, then such witnesses could be used to either convict or acquit a wrongdoer. Or in a more reprehensible sense, a witness so motivated could be used as an instrument to convict one entirely innocent of charges.

Our great judicial system depends on availability of witnesses, this I must admit. However, the reliability of those available to testify is of equal importance.

Justice Calls for Investigation

**SPEECH
OF
HON. SPARK M. MATSUNAGA
OF HAWAII
IN THE HOUSE OF REPRESENTATIVES
Friday, October 22, 1965**

Mr. MATSUNAGA. Mr. Speaker, if what the gentleman from Illinois [Mr. Gray] says is true, then there is definitely "something rotten in the state of Denmark." The allegations are such as to shock the sense of justice of any American. The question here is not the guilt or innocence of James Hoffa, but an even greater one—one which affects the very integrity of our system of justice.



If this august body fails to take any action after having been apprised of the situation by one of its own respected Members, we will have sown the seeds which will grow into an ever increasing distrust of our Government. I join the gentleman from Illinois in urging that the House Judiciary

Committee institute a complete investigation at the earliest possible moment.

Treatment Afforded Edward Partin by Justice Department

**SPEECH
OF
HON. FRANK T. BOW
OF OHIO
IN THE HOUSE OF REPRESENTATIVES
Friday, October 22, 1965**

Mr. BOW. Mr. Speaker, I have read with interest and concern the statement of the gentleman from Illinois [Mr. GRAY] concerning the treatment afforded Edward Grady Partin by the Justice Department in connection with Partin's testimony against James Hoffa.

The statements are shocking and I agree that the Congress should investigate the matter thoroughly. Public confidence in the administration of justice in this country will be seriously undermined if we fail to do so.

Allegations and Charges

**EXTENSION OF REMARKS
OF
HON. JOHN DOWDY
OF TEXAS
IN THE HOUSE OF REPRESENTATIVES
Friday, October 22, 1965**

Mr. DOWDY. Mr. Speaker, the allegations and charges laid before the House by the gentleman from Illinois [Mr. GRAY], on October 22, regarding

the multiple offenses of one Edward Grady Partin, and the handling thereof by the Justice Department, should give concern to all of us. Surely the matters spread before us call for an investigation by the committee having authority in such cases.



Congress enacted the Landrum-Griffin Act several years ago, to protect union members from union officials who misuse union funds, and who falsify certain union records. It is alleged that more than 3 years ago, this Edward Grady Partin was duly indicted and charged, as an official in a local Teamster union, with 13 separate and distinct embezzlements of union funds, and 13 separate and distinct cases of falsification of union accounts, and that the Justice Department has not prosecuted these cases, and the inference is left that there is no intention so to do.

An investigation should develop the reason therefor, and this is particularly called for in view of the further allegation by the gentlemen from Illinois that two of the witnesses who first exposed the alleged embezzlement were attacked and severely beaten in retaliation; that the local union's books and records disappeared; and one of the said Partin's critics was killed in an unusual accident.

Other allegations in the address by the gentlemen from Illinois further aggravate the case, and are of such gravity as to emphasize the need for an investigation. These include charges that the said Partin, for more than 3 years, has also been under indictment for forgery and for kidnapping, that he was also under indictments for first degree manslaughter and for leaving the scene in the State of Alabama, which indictments were dismissed. If it inferred that such dismissals were at the instance of the Justice Department, and, if so, why? An investigation would give the answer to this.

Our colleague further set forth a long criminal record sported by the said Partin, including a conviction for burglary, for which he was awarded a 15-year sentence by the State of Washington, and an FBI record showing 15 arrests on charges including burglary, robbery, automobile theft, larceny, theft, robbery with firearms, and others.

As I gather from the remarks of the gentleman from Illinois, he feels the tender solicitude shown to the said Partin was in the nature of a consideration or bribe to reward him for testimony in a case concerning one Jimmy Hoffa, who was Partin's superior in the Teamster Union. I certainly have no brief for Mr. Hoffa. He ought to be duly punished for the crimes he may have committed. Neither do I object to the granting of immunity to make available testimony

which would otherwise be denied to the prosecution. I was a district attorney in the State courts for four terms before I came to Congress, and I used that procedure on occasion, albeit sparingly. I never found it necessary to grant complete immunity to a person with a record such as carried by the said Partin, nor did I find it necessary to sweeten the immunity by monetary payments to the person or members of his family. I would doubt the ethics or propriety of such.

I do hope and trust the investigation will be made of the matters of fact alleged by Mr. GRAY. The seriousness of the allegations seemingly demand this action. If the investigation sustains the allegations, it would warrant the prosecution of the said Partin on the multiplicity of offenses for which he has been indicted. Otherwise, the act of Congress intended to protect union members from having their dues money embezzled by union officials will have been in vain.

Double Standard of Justice

EXTENSION OF REMARKS OF HON. JOHN BUCHANAN OF ALABAMA

IN THE HOUSE OF REPRESENTATIVES
Friday, October 22, 1965

Mr. BUCHANAN. Mr. Speaker, I am from a State which has felt the heavy hand of the Justice Department meting out its own peculiar brand of justice. We have noted the double standard of law enforcement which has marked their handling of civil rights cases, wherein the prophets and perpetrators of civil disobedience can apparently do no wrong while the elected officials of the people can apparently do no right. I do not think it unfair to state that, on the basis of the record, the Justice Department has served as a sponsor of civil disobedience in Alabama.

A few days ago, it was impressed on me that this double standard also apparently applies to persons charged with serious crimes, based on their degree of cooperation with the Department. A constituent request called to my attention the strange case of Edward Grady Partin, indicted but never prosecuted on 26 counts of embezzlement of union funds and falsifying records in violation of the Landrum-Griffin Act, and also indicted but never prosecuted on charges of manslaughter and leaving the scene of an accident in Alabama.

Mr. Speaker, I cannot believe that cooperation with the Justice Department should purchase for a man an indulgence protecting him against penalty

from any crime he has committed or may commit. Consequently, I have written to the attorney general of Alabama, as well as to the circuit solicitor involved, asking that the record be reviewed with an eye toward possibly reopening the case on the manslaughter charge, the statute of limitations having now run out on the charge of leaving the scene of an accident.

The fact that 10 days after these charges were nolle prossed, an Alabama jury awarded \$150,000 in damages to the mother of the young airman killed in the accident in question seems ample basis for such review.

Since there was also no action taken on the Federal charges, under a law intended to protect rank and file workingmen against such crimes on the part of union officials as those indicated in the 26 counts of violation of the Landrum-Griffin Act for which Partin was indicted, there seems to be ample basis for congressional review of the Justice Department's handling of this case.

I join, therefore, with others in urging that the investigation of such Justice Department practices by the Judiciary Committee, authorized by the House in 1964, be in fact conducted in the coming year.

Department of Justice

EXTENSION OF REMARKS OF HON. ELMER J. HOLLAND OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES
Friday, October 22, 1965

Mr. HOLLAND. Mr. Speaker, several days ago I listened to Congressman Gray reveal an amazing list of facts concerning the Department of Justice and and its use of Edward Grady Partin, an alleged embezzler, under indictment, as a Federal undercover man in the Hoffa case in Chattanooga. As the Congressman continued to document his remarks, the more amazed I became.



During the interim I thought quite a bit about his statement and I then read it very carefully in the CONGRESSIONAL RECORD. Seeing it in black and white and systematically listed in chronological order almost made me ill—at least it made me sick at heart.

It is hard to believe—and it is something I do not want to believe—that an agency of our Government would utilize such tactics in an effort to secure a conviction of an individual regardless of who he may be or what his profession might be. If this is an accepted practice of the Department of Justice and one which is often used by its representatives, any individual could be convicted on trumped up charges and accusations.

There is little doubt in my mind but that the Judiciary Committee should carry out the orders of the resolution it passed last year and investigate the operations of the Department of Justice. Let it find out—and report to the Congress—if the statements made by Congressman Gray are correct or not. Let it look into the charges made and confirm or dismiss them.

All my life I have been a firm believer in fair play and I always expected true justice to be available to all. This is what I would like to see right now, Mr. Speaker, and I join with my colleagues in requesting an investigation by the Judiciary Committee.

Justice Department Investigation

SPEECH OF

HON. JOSEPH E. KARTH
OF MINNESOTA
IN THE HOUSE OF REPRESENTATIVES

Friday, October 22, 1965

Mr. KARTH. Mr. Speaker, the gentleman from Illinois [Mr. GRAY] earlier today disclosed what appear to be certain grave irregularities in the administration of justice by the Federal Government.

I do not presume to judge the innocence or guilt of James R. Hoffa, the president of the International Brotherhood of Teamsters, on the various charges of wrongdoing made against him

by the Department of Justice. Personally, I have strongly disapproved of Mr. Hoffa's conduct of his office and long ago asked him to resign his position because I felt some of his actions have reflected unfairly on the integrity of the American labor movement.

While my appraisal of Mr. Hoffa's role as a union leader has not changed, I have become increasingly alarmed over certain aspects of the Federal Government's prosecution of Mr. Hoffa. To the lay observer it seems as though there is a determination by some officials in the U.S. Department of Justice to "get Hoffa" regardless of price, even if the integrity of Federal justice is compromised.

The gentleman from Illinois has listed a number of amazing irregularities in the consideration of a Government witness which amount to illegal immunity of an informer from prosecution for his many alleged misdoings. The obvious conclusion is that a witness is cooperating fully with the Federal Government to save himself from prosecution on various serious charges.

Any fairminded person who has cherished the tradition that American justice is administered through impartial law

should be concerned at the charges which have arisen out of the conduct of the U.S. Department of Justice's cases against Mr. Hoffa. If public sentiment is not generally favorable to Mr. Hoffa it is all the more important an extraordinary effort be made by the Federal Government to curb any tendency toward overzealousness in making its case against him.

It is a perversion of justice, surely, to use highly questionable, if not illegal means to win convictions. It is doubly so, in my opinion, when the majesty of Federal justice stoops to such measures. I am concerned that should we cynically tolerate abuses in the administration of Federal justice wherever unpopular individuals, groups, or causes are involved we will indeed face a serious crisis in our democracy.

Because the gentleman from Illinois has made serious charges, I feel compelled to join my colleagues in urging the House Committee on the Judiciary to implement a resolution adopted in 1964 which authorized an investigation in the operations of the Justice Department. Certainly the committee needs to take the initiative in reviewing the charges and countercharges of wrongdoing so that this serious problem can be settled.

Government Should Guard Constitutional Rights of Accused

EXTENSION OF REMARKS OF

HON. MELVIN PRICE
OF ILLINOIS
IN THE HOUSE OF REPRESENTATIVES

Friday, October 22, 1965

Mr. PRICE. Mr. Speaker, recently there have been questions raised about certain aspects of the Justice Department's case against



James Hoffa, president of the International Brotherhood of Teamsters. Specifically, concern has been voiced about the apparent cloak of immunity that has been draped over Edward Grady Partin, admitted informer in the case, who, according to reports, has been granted several considerations that go beyond what is expected in the normal administration of justice.

Without commenting on the substantive issue of Mr. Hoffa's guilt or innocence, concern has centered around the Government's action toward and relationship with Mr. Partin. Surely, it is reasonable to expect the Government to conduct itself in the highest manner so there is no question about the infringement of constitutional rights. If guilt is proven it should be done so in a way which is consistent with our legal precepts and constitutional framework.

In any event, our system of justice should not be deprecated for the sake of the Government obtaining a conviction against an individual, no matter how controversial that person may be.

The Edward Partin Case

EXTENSION OF REMARKS

OF

HON. THADDEUS J. DULSKI

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Friday, October 22, 1965

Mr. DULSKI. Mr. Speaker, on the eve of adjournment of the 1st session of the 89th Congress, one of my esteemed colleagues, the gentleman from Illinois [Mr. GRAY], brought a very serious matter to the attention of the House.

This pertained to the protective cloak in which the Department of Justice has



wrapped Edward Grady Partin, a self-confessed informer who was faced with three lifetime jail sentences at the time he volunteered to help the Department of Justice "get" the president of the International Brotherhood of Teamsters.

The information we have been given leaves little doubt that the Justice Department, in its drive to nail Mr. Hoffa, is sacrificing the public interest by supporting and defending its anti-Hoffa witness, Edward Partin. In return for the extensive testimony furnished by Partin, it appears the Department is shielding him and absolving him of his wrongdoings. Are we to infer from this that a criminal can avoid prosecution by turning himself in as a Government witness?

Mr. Speaker, the questions raised in connection with the handling of the Partin matter are very serious indeed, and immediate action should be taken by the responsible congressional committee to investigate the charges of favoritism and privileged treatment by the Justice Department in cases of criminal offenders who are under indictment.

The guilt or innocence of Mr. Hoffa, on the various charges of wrongdoing, is not for me to judge. But if he is found guilty of wrongdoing, he should not be exonerated. Why, then, should a witness who has been under indictment on 26 counts of violation of the provisions of the Landrum-Griffin Act, be exonerated? Why should the taxpayers foot the bill for the expense of U.S. marshals who must constantly attend Edward Partin while he is free to carry on his private and perhaps questionable pursuits in Alabama? Does Partin's role as an informant and anti-Hoffa witness absolve his crimes? Apparently, the Justice Department thinks so, and it is time the Congress probed into the policies and procedures of the Department in these matters.

From The



FIELD

Founder of Local 469 Retires on Teamster Pension

Thomas J. Kelley, president and business agent of Teamster Local 469 since its charter was issued by IBT General President Daniel J. Tobin in 1933, has retired on a Teamster Pension.

In addition to his career as champion of the working man and woman, Kelley was known state-wide in New Jersey for his work with the New Lisbon Retarded Boys Colony. He has been president and principal fund raiser for the state organization known as the New Jersey Association for New Lisbon Boys for the past 12 years.

Kelley also gave considerable time to the Salvation Army, serving for the past two years as chairman of its Advisory Board.

Teamster Official Welcomes Mayor-Elect John Lindsay

Among the distinguished guests at the 14th annual dinner held by the Garage and Transportation Industry in New York City recently was Mayor-elect John Lindsay.

Welcoming the rising star of Republican politics to the affair was Harry Bessler, secretary-treasurer of Teamster Local 272, and Leon C. Greenbaum, chairman of Hertz Corporation.

Dinner proceeds went to two charitable benefits.

Teamsters Organize Small Town's Officials

Teamster Local 765 organizers recently won over a small group of driver-salesmen employed by Williamsport Milk Products Co., in Williamsport, Pa.

James M. Wetzel, president of Local 765, commented:

"We ran into a very unusual situation when—in the process of signing these three drivers on an application—we discovered that one was the mayor of Knoxville, Pa., one was the chief of police for Knoxville, and the third was Knoxville's justice of the peace—a very strong combination of salesmen and community leaders."

"They should be able to do a terrific job . . ."

Business Agent Cited By State Mediators

Leon May, assistant business representative for Teamster Local 991 in Mobile, Ala., was cited recently by the Florida Mediation and Conciliation Service for his efforts to maintain peaceful and amicable industrial relations.

In presenting the award to May, who has an office in Pensacola, Fla., the director of the Florida agency said the meritorious service award signed by Gov. Haydon Burns was the highest award a Florida state agency can bestow upon a private citizen.

Springfield Pioneer Dies After Illness

Eugene M. Richards, a former business agent and pioneer of Teamster Local 404 in Springfield, Mass., died recently after a long illness.

Richards was a charter member of Local 404 and served on wage committees that brought about the first Tri-State Agreement in 1939, one of the steps that led eventually to the New England Freight Agreement.

He was elected a business agent in 1953 and was subsequently reelected for two more terms, serving a total of eight years.

Ex-Teamster Officer Named to State Board

Chet Leonard, former secretary-treasurer of Teamster Local 276 in Los Angeles, recently was named by Governor Pat Brown to the California Advisory Hospital Council.

Leonard retired from his Teamster office recently. As a member of the state board, he will have a voice in setting policy in the allocation and supervision of the distribution of funds to hospitals.

Chicago Local Union Starts Newspaper

Teamster Local 738 in Chicago, Ill., has begun publication of a 4-page newspaper, joining the growing list of affiliates using this line of communication.

Michael J. Fomusa, Local 738 secretary-treasurer, said "Local 738 Highlights" will be published quarterly in the beginning. He hopes to increase publication frequency in the future.

Stewards Get Training At Denver Local

Thirty-seven members of Teamster Local 452 in Denver graduated recently from a stewards' training class conducted by Herman Erickson, professor of labor and industrial relations at the University of Illinois.

Message of the General President



Man's Service to Man

ONE OF THE gratifying aspects of being the president of a labor union comes at the year's end when the books are balanced in terms of service to the membership, instead of in the dollar terms of profit and loss as business does.

As 1965 draws to a close, both the officers and the membership of the International Brotherhood of Teamsters can rightfully share such gratification.

It is possible to report to you that membership in this organization is at an all-time high. Official government reports show that the Teamsters lead the field in organizing the non-union worker for better wages, hours and working conditions.

Also, at year's end, it is gratifying to be able to report that Teamster local union officials in the field, during negotiations, have brought home for the membership wages, hours and conditions which enable the members to participate meaningfully in everyday life.

Wages are good and buy for the membership a decent standard of living in today's market.

Fringe benefits are such that the financial burden which comes with illness is eased through negotiated health and welfare plans. And, our progress in the field of pensions for retiring members is probably one of the most gratifying sources of all our accomplishments.

And, as has been the practice throughout the history of this organization, officers and business agents of the various local unions are in the field each day seeing that contracts are enforced. The manner in which Teamsters police their agreements makes these contracts meaningful.

It is, perhaps, tempting to take credit for the state of the union for the officials of the organization, and rightfully they deserve credit.

However, it would be foolhardy to overlook the credit due the rank-and-file member—the man in the rig on the open highway, the woman in the plant or the office, the warehouseman, the milk and bread driver, all workers in all industries which make up this organization.

The support which the union receives from the rank-and-file member is the backbone of the organization. When policies and decisions of the officials are right, the membership is quick to lend its support. Otherwise, the membership is quick to point out the error. Such a combination is difficult to beat.

It is, then, in this vein that I am extremely grateful to balance the books of this International Union at the end of 1965 in terms of man's service to man.

And with that kind of a year behind us, it gives me a great deal of satisfaction to have this opportunity to extend to all members of this great organization Best Wishes for the Christmas season and the hope that your Great Expectations for the New Year become realities.

A handwritten signature in cursive ink that reads "James R. Hoffa".

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

STATE OF THE UNION

Community Service

\$25,000 Donation by International Union Aids Victims of Hurricane Betsy

Some 300 to 400 Teamster families that suffered heavy property damage when Hurricane Betsy swept through New Orleans last September have

been helped greatly by the \$25,000 donation made to the United Fund by the International Brotherhood of Teamsters.

The General Executive Board made the grant at its fall meeting and requested that the sum be earmarked specifically for the relief of the

When Hurricane Betsy roared in from the sea and hit the U.S. mainland full force, 25,000 persons were made homeless. Betsy caused water to back up in canals and bayous to flood a vast area around New Orleans. The General Executive Board of the International Brotherhood of Team-

sters made a \$25,000 contribution to the United Fund and earmarked it for Hurricane Betsy relief. Nearly 400 families whose breadwinner belongs to a Teamster local union were victims of Betsy's wrath.





Teamster J. D. Wilson, trustee of Local 270, and his wife survived flood waters caused by Hurricane Betsy by perching on the roof of this garage until rescued by a helicopter. Wilson and his wife are shown here pointing out the high water mark of the flood waters which inundated their home to Teamster Local 270 President Charles D. Winters.

hurricane victims. The Board made the donation after hearing a plea from Charles D. Winters, president of Teamster Local 270 in New Orleans.

Supplementing the International money granted to UF, Local 270 also set up a separate fund to which it donated \$5,000 for the relief of victims who are members of the local union.

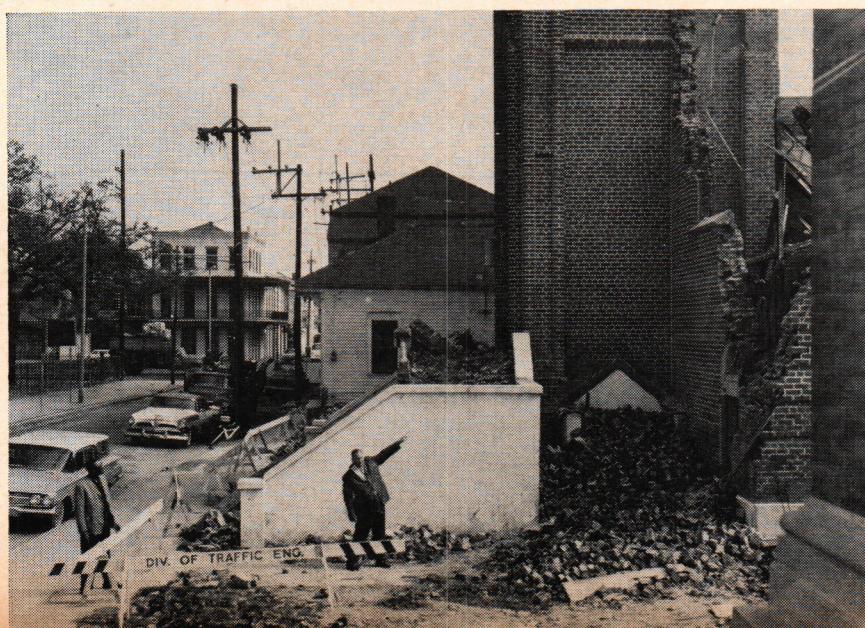
Betsy was one of the most destructive hurricanes in recent years, causing more than \$1 billion damage in New Orleans as 25,000 people were made homeless.

J. D. Wilson, a trustee of Local 270, was a typical victim. He and

his family had to retreat to the roof of their house to escape rising waters, and then had to utilize an old wood work table as a raft to move from the house to the garage which had a higher roof. After spending seven hours on the garage, the Wilsons were rescued by an army helicopter.

Winters said the local union has devoted much of its energy in the past three months to helping Teamster families get loans for repairs and reconstruction. In most cases, the people were caught by flood waters that backed up through canals and bayous and spilled into the subdivisions of New Orleans.

Winters points out sections of the Holy Redeemer Church which was almost wholly destroyed by Hurricane Betsy. The church is located less than 100 yards from the office of Local 270, of which Winters is president.



Casket Workers In Buffalo Gain As Teamsters

Employees of the National Casket Co., Inc., in Buffalo, N.Y., benefited greatly recently as the result of a successful organizing campaign by Teamster Local 1195 and a subsequent agreement guaranteeing a large wage increase.

The National Casket workers voted overwhelmingly in favor of Local 1195 in a National Labor Relations Board representation election last August.

Jack Giancarlo, Local 1195 secretary-treasurer, said negotiations on a contract for the six workers was begun immediately after certification by the NLRB.

In short order, the agreement was reached and signed with a wage increase of 70 cents an hour and other fringe improvements.

Giancarlo said National Casket was the first casket firm to be organized in the Buffalo area.

• Tivoli Beer

Employees at Tivoli Brewing Co. in Denver voted almost unanimously in favor of representation by Teamster Local 435 in a recent National Labor Relations Board election.

Alex Rein, Local 435 secretary-treasurer, said the election victory marked the first time the Teamsters Union has won bargaining rights for a major brewery in the mountain state area.

The election count was 28 to 1 for Local 435.

It Pays To Join

Early this year, two employees of Farmers Union Grain Terminal Assn., in Billings, Mont., selected Teamster Local 190 as their bargaining agent in a National Labor Relations Board representation election.

The initial contract negotiated for the two workers provided pay raises of \$1.05 an hour for the one employee and \$1.07 an hour for the other in a different job classification.

Job Definition

Chicago Oil Drivers Win New Contract After Strike

Some 3,600 members of 10 Teamster local unions in the Chicago area won a new agreement after a brief strike of major and independent fuel producers and distributors in the Chicago area early in November.

Louis F. Peick, Local 705 secretary-treasurer and chief negotiator, said the 2-day walkout resulted in a gain of protective language regarding job definitions. The agreement was ratified overwhelmingly.

Peick said the main issues involved duties of the drivers. The nine major oil companies and 116 smaller independents agreed in the new pact to consult with the union before any changes are to be made in job definitions.

If the union does not agree with proposed job changes, said Peick, "we have the right to strike and they have no recourse in the courts." Furthermore, the pact provides that drivers will not be required to load the trucks.

In other respects, the contract varied only slightly from the Teamsters' initial proposals and amounted to about a 50-cent package.

Vacations

Wage gains total 13 cents an hour the first year and 12 cents the second year, bringing the base scale to \$3.66 an hour with the second raise.

Employer payments into the health and welfare and pension funds were hiked \$4 per week per employee—\$2 beginning Nov. 1, 1965, and the second \$2 effective Nov. 1, 1966.

The contract also provided that if an employee was absent because of occupational illness or injury, the employer "shall pay the required (fund) payments for a period of 12 months."

Gains also were made in the vacation schedule with a maximum of 5 weeks after 20 years on the job.

Employers requiring their workers to wear uniforms, the contract stipulates, shall furnish the uniforms and keep them repaired and laundered without cost to the driver. Also, if any employees are required to handle liquids such as caustics or similar products, then special protective cloth-

ing shall be furnished to the employees handling such liquids.

The agreement covers drivers belonging to Teamster Locals 142 in Gary, Ind., 179 in Joliet, 301 in Waukegan, 330 in Elgin, 423 in Aurora, 438 in Kankakee, 673 in Wheaton, 705 in Chicago, 782 in Maywood, and 801 in Chicago Heights.

Major companies signing the agreement included: Standard Oil Division of America Oil Co., Mobil Oil Co., Shell Oil Co., Cities Service Oil Co., Humble Oil & Refining Co., Phillips Petroleum Co., Pure Oil Co., Sinclair Refining Co., and Texaco, Inc.

Altogether, the union drivers service an estimated 5,000 gasoline stations in the Chicago metropolitan area, delivering about 6 million gallons of gasoline daily. They also deliver about 5 million gallons of fuel oil daily.

• Feed Company

Fifteen workers at Midland Feed Co. in Billings, Mont., voted for Teamster Local 190 as their bargaining agent in a recent National Labor Relations Board election, according to Don A. Warren, secretary-treasurer of the local union. The firm mixes feeds, makes pellets, and buys and sells grain and farm supplies.

• Auto Supply Vote

Employees of Northwestern Auto Supply Co., Inc., in Billings, Mont., a wholesaler of auto parts, voted 6 to 2 for representation by Teamster Local 190 in a National Labor Relations Board election recently, according to Don A. Warren, secretary-treasurer.

• Wheeling Vote

Machine operators and awning erectors employed at Wheeling Tent & Awning Co. in Wheeling, W.Va., voted for representation by Teamster Local 697 in a recent National Labor Relations Board election, according to H. Cletis Tuttle, secretary-treasurer.

Historic Occasion



The 5th Annual Steward's Dinner of Local 470 in Philadelphia was an historic occasion as it also was the 53rd anniversary of the Teamster affiliate. Dignitaries on hand to help make the occasion a huge success were (left to right) Peter P. Schultz, local union president; Father Henry J. Brown, C.S.S.P., Holy Ghost pre-school; Teamster General President James R. Hoffa; Rev. James Butts, Pinkett Methodist Church; and William J. Gormley, Local 470 secretary-treasurer.

Big Four Wins Election At Anaconda

Teamster Local 310 of Tucson, Ariz., working in tandem with three other International Unions—together known as the "Big Four"—recently won a National Labor Relations Board representation election at the Anaconda Co. mining operation south of Tucson.

C. F. Wallmark, Local 310 secretary-treasurer, said that in a recent run-off ballot, the Big Four composed of the Teamsters, Operating Engineers, United Steelworkers of America, and the International Brotherhood of Electrical Workers completed a successful organizing campaign by gaining 118 votes while the Twin Butte Independent Union—a company union—received only 62 ballots. There were 185 workers eligible to participate in the election.

In the first election a week prior to the run-off count, the Big Four got 57 votes. Mine, Mill and Smelter Workers received 40 votes, District 50 gained 19 votes, and the company union collected 61 votes.

Wallmark said the Big Four have agreed on jurisdiction and that the Teamsters will represent truck drivers, servicemen, mechanics, and warehousemen. He added, "the Teamster unit is small now with approximately 30 people, but should grow to about 250 at the peak of the operation."

Negotiations have begun for a contract.

• Montana Ballot

A big majority of some 40 workers at the Tri-State Minerals Co., near Dillon, Mont., voted for Teamster Local 2 in a recent National Labor Relations Board representation election.

Joe Rossman, secretary-treasurer of Local 2, said the ballot count was 31 to 6 in favor of the local union.

Tri-State is a talcum refinery.

• Pan of Gold

Loaders and mechanics employed by Pan of Gold Baking Co. in Sioux Falls, S.D., voted unanimously for representation by Teamster Local 749 in a recent National Labor Relations Board election, according to J. J. McIlvenna, Local 749 secretary-treasurer.

Dairy Invasion

Teamsters Rebuff CWA In Albuquerque Raid

An attempt by the Communication Workers of America to move in on traditional Teamster jurisdiction in the dairy industry recently resulted in a humiliating defeat for the CWA and an overwhelming victory for Teamster Local 492 of Albuquerque.

It was a significant triumph for the Teamsters who now bargain for not

only plant workers employed by Creamland Dairies, Inc., but also retail and wholesale route salesmen, wholesale pull-up men, retail route foremen, relief, transport and special delivery drivers, as well as ice cream route salesmen and wholesale solicitors.

The most unusual aspect about the

In Appreciation

Browns Mills, N. J.
November 9, 1965

Mr. James Hoffa
International Brotherhood of Teamsters
Chauffeurs, Warehousemen of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Hoffa:

Your most generous gift of \$100,000.00 has been received and the entire Deborah Family joins me in extending to you and every member of your organization our deepest thanks.

As a prominent Labor Leader who has dedicated his life to the welfare of the underprivileged, you have succeeded in bringing to the working man a new dignity and an awareness of his rights as a human being. You have concerned yourself with the desperate needs of those who are ill and without the necessary funds to solve their problems.

Here at Deborah we have served hundreds of your Teamster members who have come to us broken in health and we have been able to restore their sick bodies and return them as productive human beings able to resume their rightful place in society. At this very time several of your members are awaiting open heart surgery and we assure you that we will do everything within our power to help these people.

We pledge to you that your members coming from any part of this country will receive our most compassionate and prompt consideration. With the completion of the Rogosin Heart Pavilion, the most modern physical, medical and surgical facility will be available to all. We will then be in a position to serve even greater numbers than heretofore.

Deborah was built and maintained by the workers and now stands as a tribute to the dedication of the men and women who feel that the gift of life, the gift of health and hope should not be denied anyone because of their inability to pay for this precious gift.

As soon as the builders give us a date for the completion of the Convention Banquet Area, we will contact you and arrange for a convenient date for the dedication.

Again thanking you, I am

Sincerely yours,

/s/ Jack Lesser
National President,
Deborah Hospital
JL:th

outcome of the election conducted by the National Labor Relations Board which was petitioned for by the CWA on the basis of cards signed by 46 of the 70 employees eligible to vote was that this union wound up with only one vote compared to 45 for the Teamsters and 15 non-union ballots.

What prompted the CWA to move into the dairy field, an area far removed from its traditional jurisdiction, is unknown—unless it was the fact that twice previously the Teamsters had sought representation rights for the Creamland workers and failed.

The setback for the CWA was a tribute to the campaign of education and enlightenment conducted by George Sebestyen, chairman of the Western Conference of Teamsters Dairy Division; Faro Caudill, Local 492 secretary-treasurer; Roger Wallace, Western Conference organizer, and Lee Phillips of Local 274, acting on behalf of Teamster Joint Council 71.

• Iowa Election

All production and maintenance workers, including truck drivers, employed at Allied Mills, Inc., near Tiffin, Iowa, voted overwhelmingly in favor of Teamster Local 238 in a recent National Labor Relations Board representation election.

Harry J. Wilford, Local 238 secretary-treasurer, said the election count was 9 to 1 in favor of the union.

Allied Mills manufactures livestock feeds.

Local 391 Has 3 Year Pact At A&P

A new 3-year agreement covering 95 members of Teamster Local 391 employed as warehousemen by A&P was signed recently in Raleigh, N.C.

Stan Willard and Jack Jones of Local 391 called it the best agreement since the unit was organized, providing hourly increases of 14.5, 12.5, and 10 cents in each year of the contract. The vacation schedule was changed to give 3 weeks after 8 years on the job.

In addition, the company agreed to pay the full cost of the Hospitalization Plan.

Local 391 was assisted in the negotiations by the Eastern Conference of Teamsters Warehouse Division.

First of Kind

Boston Local 25 Co-Sponsors Mouth-Cancer Detection Clinic

Some 364 persons took part in a free Mouth-Cancer Detection Clinic—believed to be the first of its kind in any labor organization—held recently for members and families of Teamster Local 25 in Boston, Mass.

Sponsored jointly by Local 25's Dental Health Center, Tufts University Dental School, and the Massachusetts division of the American Cancer Society, the pilot clinic consisted of a thorough and precise 5-minute examination by a trained dentist or physician to determine any evidence of beginning mouth cancer.

If a suspected lesion was detected during the exam, a cytological smear was made and the results were made available to the patients within 24 hours. The patients were then urged to take the findings to their family dentist for any further evaluation that might be desired.

A simple, effective and painless

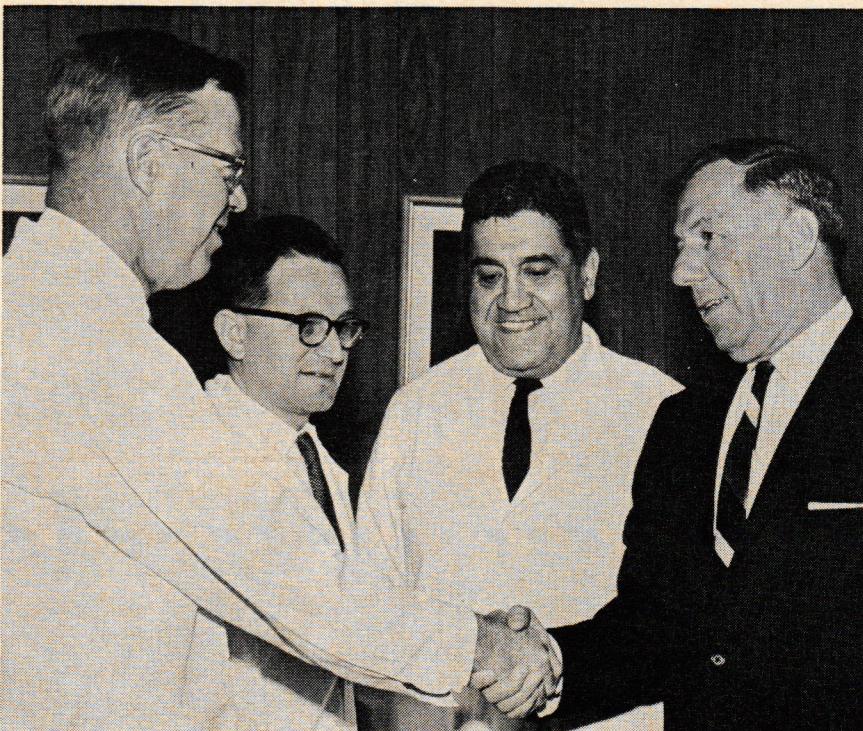
method of obtaining the smear—developed at Tufts Dental School under the direction of Dr. Gerald Shklar, cancer coordinator—was used in the clinic.

Dr. Shklar said that while the test was not infallible, "it does provide a good screening test, and suspicious cases can be examined more carefully or biopsied."

The clinic was under the direction of Dr. Shklar, Dr. Edward Maloof who heads Local 25's Dental Health Center, and Dr. Gerald G. Garcelon, chairman of the American Cancer Society's Public Education Committee.

Dr. Maloof commented: "Because five to eight per cent of all cancers occur in the oral cavity, it has been estimated that one million persons now living are destined to die of cancer of the mouth and exposed skin of the neck and head."

He added: "The five minutes a



Joining together in sponsoring an oral cancer detection clinic—first of its kind for any labor organization—for members and their families of Teamster Local 25 in Boston were the groups represented by (left to right): Dr. Gerald G. Garcelon of the American Cancer Society, Dr. Gerald Shklar of Tufts University, Dr. Edward Maloof of Local 25's Dental Center, and William J. McCarthy, president of Local 25.

STATE OF THE UNION

person spent taking this test can be extremely important at a later date. Mouth cancer in its early stages is painless and may go unnoticed. Yet this is the time it must be detected—early, when it can be arrested and cured."

Of the 364 persons examined at Local 25's detection clinic, 52 had suspicious lesions and four were referred to their family dentist or physi-

cian for further examination and treatment.

William J. McCarthy, president of Local 25, said plans were being made for additional mouth-cancer detection clinics for other local unions that might desire to take part in the program.

Local 25's Dental Health Center first went into operation late last summer.

Backpay Due

Local Wins Court Case After 15-Year Struggle

A wage dispute that began in 1950 was finally won recently by Teamster Local 456 of Elmsford, N.Y., when the U.S. Supreme Court refused to consider the case appealed by the city of Port Chester, N.Y.

Peter Calabrese, Local 456 secretary-treasurer, called the concluding legal action an important final step that now obligates the city to pay 56 men in the Port Chester Department of Public Works an estimated half-million dollars in backpay.

The Teamster Local brought suit against the city 15 years ago after the Port Chester government refused to

abide by a ruling of the New York State industrial commissioner.

The commissioner had ruled, in response to a plea from Local 456, that Port Chester must pay prevailing wage rates as required under Section 220 of the New York State labor law.

Port Chester's officials took the decision to court where the case has wandered for years until it was ultimately brought before the Supreme Court on constitutional grounds after the State Court of Appeals denied the application of the city to appeal earlier rulings.

Now that the Supreme Court has declined to hear the case, there still remains before the New York courts the question of how much backpay is due the workers represented by Teamster Local 456.

Attorneys claim the money determination is only a matter of bookkeeping now, that it is a question of multiplying how much is owed for how many hours.

Lawyers for both sides agree that the case has definitely been brought

Merit Award

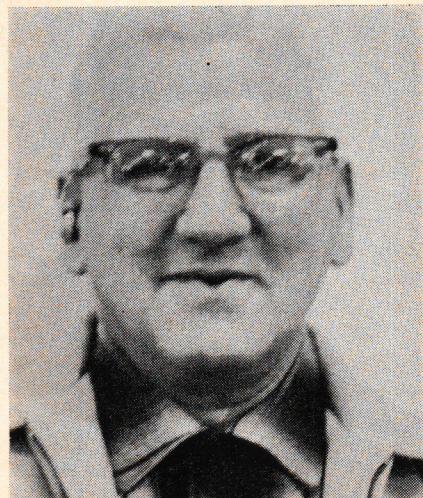


Arthur C. Becker (left), a member of Teamster Local 299 in Detroit, Mich., is shown receiving an award for meritorious service from Maj. James Watt, communications officer for the Civil Defense Council. Becker, a civil defense director for the city of Southfield, Mich., was honored by that community's Civil Defense Council.

Chicago Local Sets Pace In Organizing

Teamster Local 743 of Chicago had a very busy two months in September and October according to Donald Peters, president, as the affiliate won seven National Labor Relations Board representation elections and gained voluntary recognition for workers at seven additional companies—altogether a total of 447 new members.

On Teamster Pension



George Auer, who began his career as a warehouseman in Pittsburgh in 1924, recently retired on a Central States Pension. Auer served many years as a steward of the unit he helped to organize in Local 635, and retired from Local 337 in Youngstown, O., where he had moved when the company for which he worked moved to that city. In a letter of appreciation, Auer credited Teamster officials with exceptional leadership qualities.

to an end and that the backpay is expected to total around \$500,000.

Port Chester is a city of 25,000 inhabitants. Observers say that if the city does not have the money on hand to pay the bill due the workers for their labor, then the community would be required to raise a bond to meet its obligation.

Curran Says Ship Safety Needs Teeth

Joseph Curran, president of the National Maritime Union, in discussing the recent burning at sea of the cruise ship, *Yarmouth Castle*, commented:

"We think the same safety regulations applying to United States flagships should apply to foreign flag ships soliciting their business in the United States. We think the American people should know what the dangers are. We think they should be warned."

Curran, speaking on behalf of the NMU membership, emphasized that Congress should enact legislation that will make such tragedies as that which befell the *Yarmouth Castle* impossible in the future.

Nurses Join

IBT Airline Division Wins Pair of Elections

Two representation elections conducted by the National Mediation Board in November resulted in nurses, and pilots and engineers deciding to "go Teamster."

Henry Breen, director of the International Brotherhood of Teamsters Airline Division, said professional nurses employed by Pan American World Airways voted nearly unanimously for Teamster representation. Pilots and flight engineers employed by Aero Spacelines, Inc., did ballot unanimously in favor of the IBT.

Breen said there were 40 nurses eligible to cast ballots in the Pan-Am election. The vote was 23 for the Teamsters union and one against.

Significantly, the National Mediation Board ruled that the nurses were a separate craft and class to make the election possible. In another ruling connected with the election, the NMB ruled that the employer could not be a party to the ballot count.

The nurses, by their vote, totally rejected the Brotherhood of Railway Clerks which had been a party to all the proceeding. The nurses are stationed at Pan-Am offices in New York, San Francisco, Miami, and and Cape Kennedy.

Breen said that all 10 of the pilots and flight engineers eligible to vote in the Aero Spacelines election cast their ballots for the IBT.

Aero Spacelines hauls missiles for the Defense Department, National

IBT Beats BRC With Air Ballot

Stock clerks employed by Western Air Lines voted by a 4-to-1 majority for representation by the International Brotherhood of Teamsters Airline Division in a recent election conducted by the National Mediation Board.

The stock clerks, of whom 61 were eligible to vote, gave 42 votes to the Teamsters, only 9 votes to the Brotherhood of Railway Clerks, and 2 ballots were voided.

Aeronautics and Space Agency, and missile contractors. They are presently hauling the second stage boosters for the Saturn rocket.

The company's planes resemble a giant, airborn whale and are often referred to as "super guppies." Overall length of the plane's cargo compartment is nearly 95 feet, with an inside diameter of 25 feet at the largest section.

Cubic displacement of the huge aircraft is 49,790 cubic feet or approximately five times that of jet transports. The turbo prop-powered super guppies can carry a maximum payload of 45,000 pounds at nearly 300 miles an hour.

• Pronto Election

More than 200 workers at Pronto Foods, Inc., in Moses Lake, Wash., voted for representation by Teamster Local 148 in a recent National Labor Relations Board election.

Jack A. Jewell, Local 148 secre-

tary-treasurer, said the election count was 149 to 76 in favor of the Teamsters. Only Local 148 and the company were on the ballot as the Operating Engineers were eliminated in an earlier run-off ballot.

Jewell called the election result an important break-through in the potato processing industry, noting that "there is a potential membership of some 2,000 employees in the Columbia Basin area."

Local 148 already has Country Gardens under a Teamster food processing contract. Negotiations with Pronto Foods were scheduled to get underway soon.

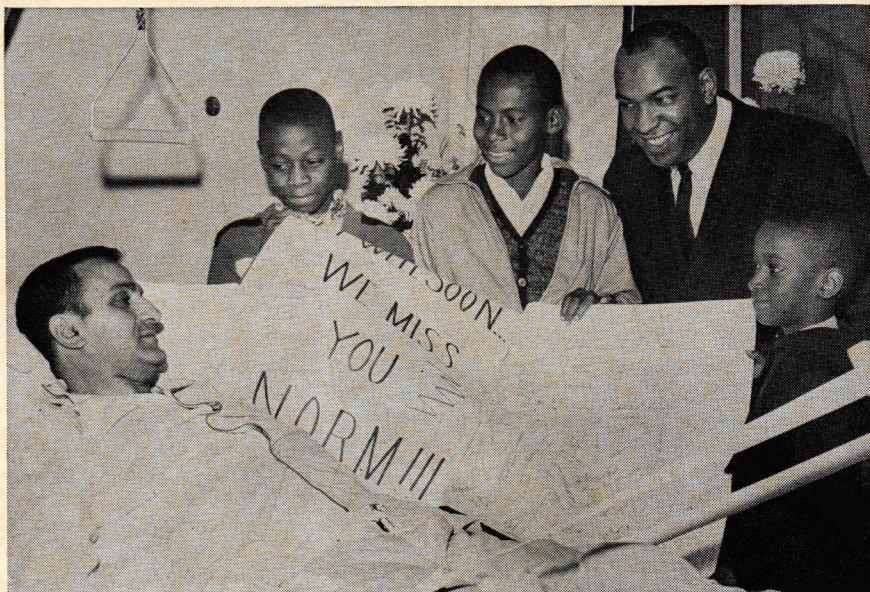
• Hempstead Vote

Most of the employees at Unit Portions, Inc., of Hempstead, N.Y., voted for Teamster Local 138 in a recent National Labor Relations Board representation election.

Phillip Wachtel, Local 138 secretary-treasurer, said there were 18 workers eligible to ballot—six regular and a dozen part-timers. The count was 10 for the union and five against.

The company makes individual condiment portions for restaurants and hotels.

Remembering Their Buddie



Norman Greene, BA for Local 713, Chicago, and member of the labor committee of Better Boys Foundation, recently received a surprise visit by three BBF boys and a BBF official while he convalesced in his hospital bed. Greene has been instrumental in aiding the Foundation's crusade against teen violence in the Lawndale area. With 175 Lawndale signatures on a get-well card (left to right) are Randy Hoskins; Bobby Spells; Warner Saunders, BBF executive director; and Dwayne Haskins.

Fighting Automation

Chicago Milk Local Protects Members With Supplemental Unemployment Plan

IF THERE is any industry in the United States where the workers have suffered their share and more as a result of automation, it is the field of fluid milking processing.

Affected by high-speed mechanical gimmicks within the plants and changes in the distribution complex outside, Teamsters belonging to dairy locals have seen their numbers dwindling in the major metropolitan areas in recent years.

The shrinkage has occurred despite vigorous campaigns to organize the unorganized and despite all redoubled efforts to maintain job security.

Teamster Local 754 in Chicago, Ill., faced with steadily creeping automation that has resulted in a drop of fluid milk processing members from 3,000 to 2,500 in the past 10 years, has made every effort to prevent the technological change from hurting the membership.

Employer Financed

One policy adopted by the local union, according to August Burnier, secretary-treasurer, has been to negotiate in every fluid milk agreement since 1963 a provision which is called the Dairy Employees-Milk Dealers Supplementary Unemployment Benefit Plan.

"The purpose," said Burnier of the Plan that is financed entirely by employer contributions, "is to provide a covered employee with greater income by supplementing his state unemployment compensation benefits during specified periods when he is laid off by a fluid milk dealer participating in the Plan, because of a reduction in the working force or a temporary lay-off, including a layoff resulting from the discontinuance of a plant or operation."

Every member of Local 754 who is employed in a fluid milk industry bargaining unit covered by the union's agreement is automatically included in the Plan as long as he is employed in such a bargaining unit.

Burnier, in telling brother officials from other dairy locals about the Plan at the recent Mid States East Coast

Dairy Conference, said the Chicago local union has done three things to benefit the member:

—Introduced fluid milk industry-wide modified seniority clauses into



August Burnier is secretary-treasurer of Teamster Local 754 in Chicago which has a program to cushion the blow for any members caught in the killing tide of automation.

its contracts. This permits a one-step job bumping system.

—Sharpened the administration of an unemployment pool which the local union has had in effect since 1959, placing it under the health and welfare office.

—Helped the member, if there is no job available for him, with the supplementary fund.

The fund is financed by employer payments of 4 cents per hour per employee. To be eligible for supplementary benefits—that may range as high as \$100 a week—the member must have worked at least 260 days in the fluid milk industry in Chicago within a continuous 3-year period.

Another eligibility requirement states

that the member must have been laid off because of a reduction in the work force, or because of a temporary lay-off resulting from the discontinuance of a plant or operation. The status of the member's eligibility to receive state unemployment compensation is a factor, also; in other words, the supplement benefits usually go into effect when the state aid is inadequate or exhausted, according to the individual case.

26 Weeks

The supplement fund payment has a limit of 26 weeks and amounts to 62.5 per cent of the general rate plus an allowance of \$4 for each dependent up to five. For men over 60 years of age, the percentage of the general rate allowed is 70 per cent.

Burnier said the program has worked very well to help unfortunate members over the bumps after falling victim to automation. In most cases, the member has managed to find new employment before the supplementary benefit has been exhausted.

• Tire Contract

Some 250 members of Teamster Local 618 in St. Louis, Mo., have ratified new agreements with seven major tire companies operating retail outlets in Missouri, winning retroactive pay to last May 1.

Edwin D. Dorsey, Local 618 secretary-treasurer, said immediate 10-cent wage increases for 40-hour employees were established along with 9 cents for 45-hour workers.

Forty-hour members will get another 8 cents next May and 9 cents in 1967; 45-hour workers will get two 7-cent hourly pay gains on the same dates.

Improved health and welfare and pension plan provisions were won in the new contract also, along with an improved vacation schedule.

The contracts cover various job classifications including warehousemen and recap workers, stockmen, mechanics, radio installers, tune up mechanics, tire servicemen, front-end brake mechanics, and so on.

Winning Elections

Teamster Organizing Efforts Paying Off At NLRB Ballot Boxes Across Country

Successful organizing campaigns in recent weeks have resulted in several substantial election victories for Teamsters Union affiliates.

Teamster Local 657 in San Antonio, Tex., scored one of the biggest wins as production and maintenance workers at Sunshine Pecan, a shelling firm, voted for affiliation.

Raymond C. Shafer, president of Local 657, said the pecan workers balloted 177 to 113 for the Teamster local union. Altogether, the new unit has 320 members.

Local 657 also won a strong victory at Holsum Baking Co., in San Antonio, where the vote was 51 for Teamsters and 20 against.

Production workers at Reconditioned Motors & Parts Co., and Engines and Components Co., in Philadelphia voted overwhelmingly in

favor of Teamster Local 158 in a National Labor Relations Board representation election.

Jack Miller, Local 158 secretary-treasurer, said that of 168 employees eligible to cast ballots, 123 voted for the Teamsters, 16 were for an independent union, and 3 for "no union."

Miller said the new unit includes drill press operators, boring mill operators, lathe operators, and related jobs, truck drivers—both local and over-the-road—and driver-salesmen.

Ninety members of Teamster Local 180 in Los Angeles, Calif., won recognition for their union at American Farm Lines following a 2-week strike in Los Angeles and San Francisco.

Gene Shepherd, secretary-treasurer of Local 180, said an agreement was negotiated almost immediately with the company which is a cooperative trucking firm. The agreement included wage increases, health and welfare benefits, and other standard advantages.

Workers at the Vowell Material Co., in El Paso, Tex., voted for Teamster representation by a 3-to-1 majority in a recent NLRB election.

John La Near, secretary-treasurer of Local 941, said the Vowell vote was 56 to 18 as all 74 eligible voters cast ballots. The firm is a sand, rock and gravel ready-mix company that also handles concrete and asphalt.

There were dozens of other elections won by Teamster affiliates also, many of which are reported in this issue of *The International Teamster*.

• Richfield Win

A majority of drivers and helpers, warehousemen and plant men employed at Richfield Oil Corp., in Richmond, Calif., voted for Teamster Local 315 of Martinez, Calif., in a recent National Labor Relations Board representation election.

Richard Simon, secretary-treasurer of Local 315, said the count was 15 for the local union, 13 against, and one worker did not vote.

Richfield is one of the major oil distributors in California.

Teamsters Lead in Organizing

Teamsters Union affiliates led all other unions in single-union election victories following ballots conducted by the National Labor Relations Board during September.

It was the ninth straight month this year that Teamsters led in this barometer of trade union organizing activity and success.

Altogether, the NLRB conducted 603 single-union representation elections during September. Of the total, 355 were won by the unions involved and of those winning elections, 99 were Teamster affiliates—a ratio of 27.9 per cent.

There were 30,590 workers eligible to vote in all the single-union elections conducted by the NLRB. In the 355 union victories, 16,676 workers were won of which 2,148 were added to the Teamster banner—a ratio of 12.3 per cent.

Teamster effectiveness in single-union representation elections for the year is running at more than 25 per cent of all the elections won, and more than 12 per cent of all new union members have voted for the International Union.

Local 30 Program Trains Drivers

A program sponsored by Teamster Local 30, Jeannette, Pennsylvania, and four trucking firms, has graduated 19 employees of four trucking companies from a special 8-week driving training school.

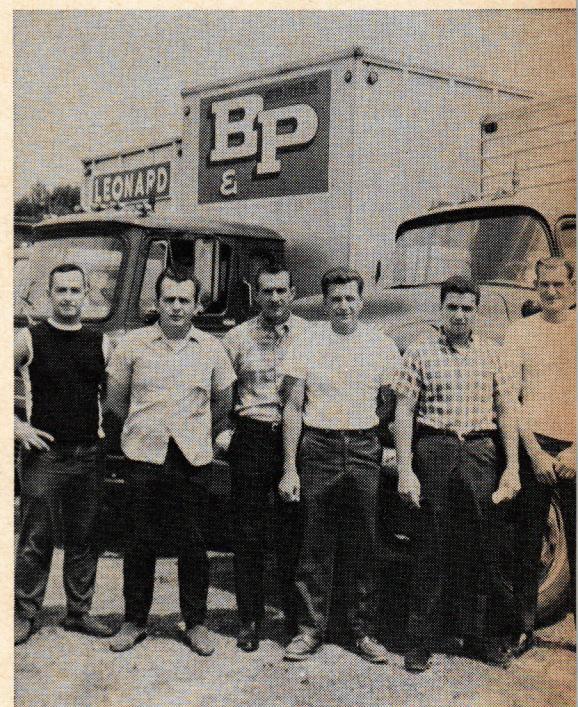
The co-sponsoring firms were B & P Motor Express, Helm's Express, Leonard Brothers Motor Express Service, and Schreiber Trucking Company.

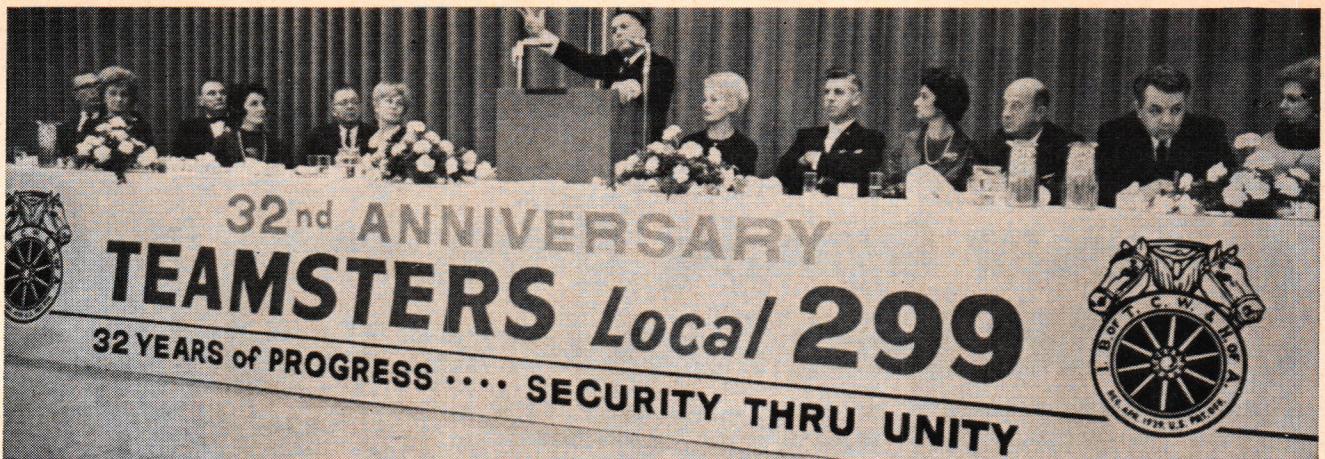
The program involved administration, maintenance and driving practices.

The volunteer instructors were all members of Teamster Local 30 and employees of the participating companies.

Certificates were given the 19 graduates upon completion of the course.

Graduating from the special 8-week driving school recently conducted by Local 30 and 4 companies were (left to right) Albert Dick, Eugene Franks, Robert Dopkosky, Robert Gurnick, Adolph Thompson, and Emery Mowry.





Teamster General President James R. Hoffa who is also president of Local 299 is shown greeting more than 2500 local union stewards and Local 299 retirees to the local union's 32nd Anniversary banquet. The affair, held last month in Detroit, attracted more than 300 former members now on retirement who came with their wives. Local 299

had its beginnings in Detroit in the early 1930's when Detroit was an industrial bastion of anti-unionism. The local union is rich in Teamster tradition and influence on the good wages, hours, and working conditions enjoyed today by Teamsters everywhere.

Local 299 Celebrates 32nd Ann



More than 2500 stewards, retirees, and wives and friends were on hand last month when Teamster Local 299 celebrated its 32nd anniversary in Detroit.

More than 300 retirees and their wives were on hand at the affair and heard Teamster General President James R. Hoffa—who is the long-time president of Local 299—retrace the history of the local union which had its beginnings in the turbulent 1930's when Detroit was an anti-union city.

Among the visiting dignitaries was Detroit Police Commissioner Ray

Wife of Local 299 retiree thanks Mrs. Hoffa for benefits she and her husband share due to Teamster contracts.



Photo above, left to right, Rolland McMaster and wife, he is 299 secretary - treasurer; Dave Johnson and wife, he is 299 BA. Middle photo at left, 299 BA Ralph Proctor and wife; 299 BA Don Taber and wife. Bottom photo, left to right, 299 BA George Roxburgh and wife; Mr. & Mrs. Otto Wendel. Wendel is DRIVE director and 299 BA.





A musical number dedicated to a retiree of Local 299 and his wife was part of the entertainment at the 32nd anniversary dinner of Detroit Local 299.



Local 299 leadership at the head table. Teamster General President James R. Hoffa and Teamster First Lady Josephine Hoffa, at right. Left is Local 299 Vice President Frank Fitzsimmons and his wife, Patricia. Fitzsimmons is also an International Union vice president.

versary with Stewards' Banquet

Girardin. Girardin, a newspaper reporter when Local 299 had its beginnings, recalled to the group that:

"I have never witnessed more solidarity than that in the Teamsters Union."

From a humble start when only the stout-hearted spoke of their union membership for fear of industry retaliation, Local 299 has grown to one of the largest in the International Brotherhood of Teamsters. It has pioneered many innovations in wages, hours and working conditions which are now part of all good union agreements.

Local 299 member John Woloczyk; Fitzsimmons; 299 Retiree Dewey Mosher; and President Hoffa.



Retirees of the J. L. Hudson Company gather for picture with General President Hoffa; International Union Vice President Frank Fitzsimmons; and Otto Wendel (behind Fitzsimmons), Local 299 BA and director of DRIVE.



Right, above, Paul Allen (left), BA of Riggers Local 575. Across from Allen, 299 BA Francis Russel and wife, and Police Commissioner Ray Girardin with wife, extreme right. Bottom photo, retiree Stan Presley joins DRIVE with assistance Mrs. Bennie Friedman, Mrs. Joyce Symons, Michigan state representative, and Mrs. Roland McMaster.



Invited by Governor

Oregon Teamster Takes Part In Tour of West Germany

E. S. Benjamin, president of Teamster Joint Council 37 headquartered in Portland, Ore., was scheduled to participate in a tour of West German industry during the first three weeks of December.

Benjamin was one of some 30 Oregonians representing business and agriculture who were invited by Gov. Mark Hatfield to make the trip on a mission aimed at accelerating trade relations with the booming European country.

Gov. Hatfield commented that it was important "to show by word and deed the high regard we have for responsible union leadership in the United States."

He said that Oregon could point to

a record of labor-management harmony and cooperation as well as prosperity.

Referring to Benjamin's presence as a member of the trade mission, the governor added:

"The idea of a labor leader walking through West German factories side-by-side with some of our top industrialists and bankers and agriculture people will be a visual presentation of one of the keys to America's success."

Benjamin said the Oregon group was scheduled to visit a dozen cities including Berlin, Cologne, Bonn, Hamburg, Frankfort, Brussels and Paris before returning to the United States a week before Christmas.



E. S. Benjamin

Local 299's Sam Calhoun Dies in Detroit

The Teamsters and the labor movement suffered a great loss last month when death claimed Sam O. Calhoun, trustee and business agent for Teamster Local 299 in Detroit.

Known affectionately as "Soc," from his initials, Calhoun was one of the original "Strawberry Boys" who struck Krogers and obtained a contract which other workers strove for in future negotiations.

Sam was a vital force in Local 299 since those early days in the 1930's, first as a rank-and-filer, and since 1945, when he was appointed a 299 business agent by Local 299 president, James R. Hoffa. He was also elected a trustee to the local union's executive board that year, and was reelected in each election over the last 20 years.

In Detroit, Sam's loyalty to and devotion to Local 299's membership is legendary.

Teamster President James R. Hoffa points out that it was Sam Calhoun who was never out-fumbled by anyone when it was necessary to dig down in one's pockets to help a member in need.

Robert Holmes, president of Teamster Local 337, recalls that Calhoun served as an inspiration for the younger men, always volunteering for the 'tough' jobs, always first on a picket line, and always looking for a way to improve wages, hours, and working conditions for the membership without the hardship of a work stoppage.

He was known throughout the Detroit labor movement as a Teamster first, who always stood up for his own rights and for the rights of others.

Since Local 299 was first chartered as a Teamster local union, the advise and counsel of Sam Calhoun has been one of the local union's greatest assets.

In the future when problems arise, leaders and members of Local 299 will be better equipped to reach solutions because of the examples set through the years by the departed brother.

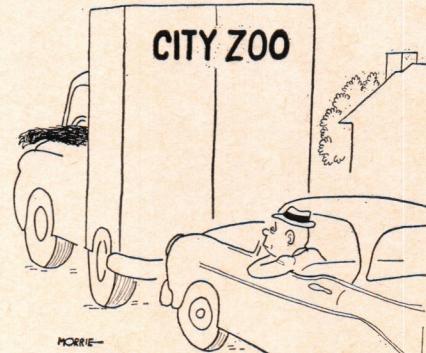
Zantop Pilots 7-1 For Teamsters

Pilots employed by Zantop Air Transport, Inc., the world's largest air freight carrier, recently voted 7-to-1 for the International Brotherhood of Teamsters Airline Division in a representation election conducted by the National Mediation Board.

Henry Breen, head of the Airline Division, said the ballot count showed that of 293 pilots eligible to vote, 159 voted for the Teamsters, 21 were against, and 6 ballots were voided.

Zantop ranks among the top 10 airlines in the United States in terms of size with 74 planes.

The company operates at Alameda and Ontario, Calif., Dayton and Cleveland, Ohio, Norfolk, Va., Charleston, S.C., Atlanta, Ga., Newark, N.J., San Antonio, Tex., Indianapolis, Ind., and Detroit, Mich.



On the Hill

Labor Got a Goose Egg from Congress While Other Groups Gained Objectives

"Business got \$60 billion in defense contracts, the old folks got Medicare, the young folks got the Education Bill, the minority groups got the Civil Rights Bill, and organized labor got a Goose Egg."

That was the nutshell summary of the first session of the 89th Congress given the *International Teamster* magazine in a recent interview with Sidney Zagri, legislative director for the International Union.

Zagri described the goose egg as failure of the Senate to pass repeal of 14(b) (the compulsory open shop section of Taft-Hartley); failure to act on liberalizing unemployment compensation; failure to act on the Fair Labor Standards Act to increase the federal minimum wage and extend coverage; and failure to act on the Situs Picketing Bill which would give the building trades unions the right to picket at construction sites.

Industry at Work

Zagri also commented that labor's role in the War on Poverty was negated when the poor were put out of the War and the politicians took over.

Outlining union labor's role in the upcoming 2nd session of the 89th Congress, Zagri was critical of labor's inaction during the recess.

"Industry has been at work, fighting those measures which labor wants and which the Chamber of Commerce, the National Association of Manufacturers and other business groups seek to kill.

"Unfortunately, organized labor has been quietly waiting for Congressmen and Senators to return to Washington," Zagri declared.

Of the prospects for action on improving the Fair Labor Standards Act, Zagri declared that there is danger of a substitute bill being adopted to undo the bill reported out by the House Labor Committee in the first session.

At work, Zagri declared, to defeat a hike in the minimum wage and extension of coverage to millions of

workers, has been Southern money from the lumber, textile and agricultural processing industries.

In the area of 14(b) repeal, Zagri cautioned against Senate acceptance of amendments offered by Senator Jacob Javits which would throw all questions of representation into National Labor Relations Board elections. Zagri also cautioned against an Administration move to overhaul national emergency strike legislation. "This could involve all U.S. industry," Zagri said.

Zagri also warned against Administration attempts to put an additional \$3.8 billion tax bite on the trucking industry in the form of a new highway users' tax.

"This could result, for instance, in an \$800,000 annual increase in highway taxes for an employer such as

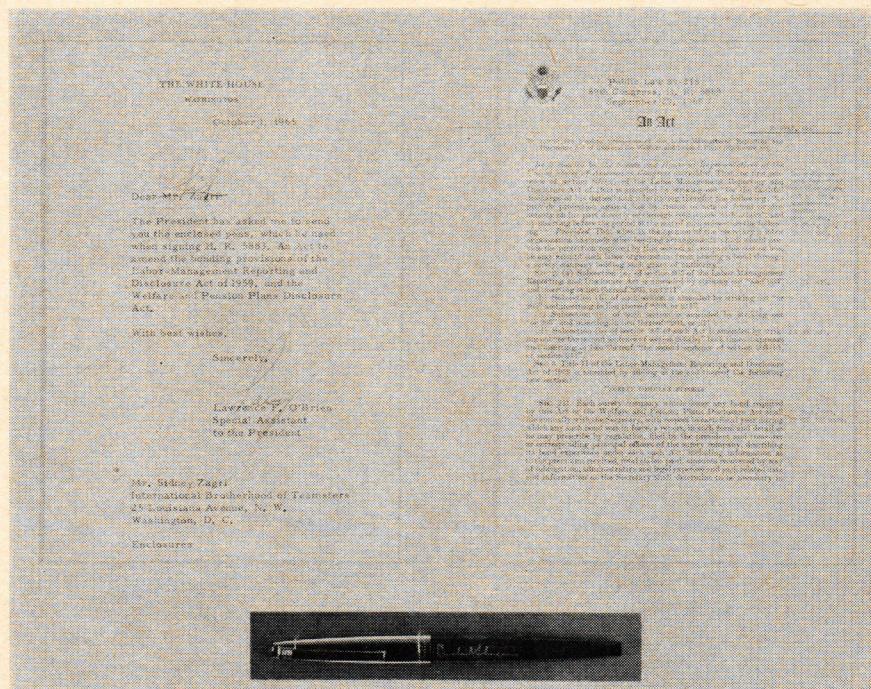
Associated Transport," Zagri declared.

This attack could come from three fronts—the Treasury Department, the Bureau of the Budget, and from the Commerce Department, Zagri said.

Turning to the Bureau of the Budget, Zagri stated that this bureau plans to cut \$2 million out of the enforcement budget of the Interstate Commerce Commission, thus further undermining an already ineffective ICC campaign against gypsy truckers and violations of safety regulations.

In another reference of vital importance to Teamster employers, Zagri commented on the price war now engaged in by the railroads under Plan I of Piggyback under which the carriers are not required to file tariffs. Zagri expressed hope that there would be action to place trucking companies under Plan III of Piggy-

Symbol of Victory



When Sidney Zagri, director of DRIVE, received the above pen—used by President Johnson to sign amendments to the bonding provisions of the Landrum-Griffin Act—it represented a legislative victory. Teamsters have led the fight to repeal the crippling bonding requirements since 1959 when they were enacted. Zagri was quick to give credit to Congressman Roman Pucinski (D-Ill.) and Sen. Wayne Morse (D-Ore.) for their leadership in the Congress on this important legislation.

back, which requires approval and publication of tariffs.

In the field of civil liberties, Zagri noted that bills to prevent trial by press release are still in committee. The Omnibus D. C. Crime Bill—which would permit investigatory arrests—is in joint conference to work out differences between the Senate and the House Bills.

"Although this Bill is designed specifically for the District of Columbia," Zagri declared, "it establishes a very dangerous precedent if it finally permits investigatory arrests."

In the area of civil rights, Zagri predicted introduction of a measure in the next session of Congress which would make it a federal crime to attack a civil rights worker. Legal basis for this legislation would be under the Interstate Commerce clause of the

Constitution and the 14th Amendment, Zagri said.

"It is in the areas outlined above that DRIVE will be placing its emphasis," Zagri declared. "Also DRIVE will be watching closely the votes in the second session. We can give no assurance of support to anyone until the votes are in," Zagri said.

One third, 33, of the Senate members will be up for election next year, and all 435 members of the House of Representatives must go to the electorate in the November, 1966 election.

Finally, Zagri pointed out that the Teamsters will begin taking a long, hard look with a view toward amending some of the secondary boycott provisions of Taft-Hartley as a long-range legislative goal.

mittees urging the adoption of a procedure which would insure effective law enforcement of the safety regulations.

"Russian roulette on the highways by 'gypsy' truck drivers must be stopped.

"The ICC must fulfill its responsibility by taking immediate action to enforce the law and not dodge its responsibility promulgating additional safety standards which will not be enforced against the gypsy but only against the legitimate carrier.

"This International Union is opposed to any regulation that is not uniformly enforced penalizing the legitimate carrier and allowing the illegitimate to go scot free."

Telegram to ICC

Congressman's Death Prompts Renewal of International Plea

The International Brotherhood of Teamsters, prompted by the death of a Congressman in a recent highway accident involving a gypsy truck, has renewed its suggestion that the Interstate Commerce Commission impartially and uniformly enforce existing safety regulations.

General President James R. Hoffa—in a Nov. 19th telegram to ICC Chairman Charles A. Webb and the other 10 members of the Commission—attacked the ICC press release summarizing that agency's investigation of the death of Rep. T. Ashton Thompson of Louisiana last October.

Hoffa called the ICC's press release "misleading." He added that the press release was an attempt to gloss over the Commission's failure to enforce safety regulations. He concluded that the IBT was opposed to any regulation that is not uniformly enforced.

Following is the complete text of the telegram sent by the General President to the ICC Commissioners:

"Your press release of Nov. 18, 1965, summarizing the investigation report of the fatal highway accident resulting in the death of Congressman T. Ashton Thompson of Louisiana is misleading and shifts responsibility from the Commission's dereliction of duty in failing to enforce safety regulations and attempting to cover up its failure by recommending additional

physical standards when it's not enforcing adequate present standards.

"The investigation report admits that the gypsy truck driver was operating in violation of both the safety and economic regulations of the Commission. According to the Commission's report, the driver's physical illness and visual impairment would disqualify him from driving a truck in interstate commerce under existing standards of the Commission.

"I disagree with the report's recommendation that these facts call for 'early action to review the adequacy of the Commission's physical standards, particularly as they relate to visual capability.' In this case, the driver would have been disqualified from driving a truck under existing regulations if the Commission had properly carried out its responsibility. The problem is not creation of new standards but of impartially and uniformly enforcing existing regulations.

"The record will show that I personally have met with the chairman of the Commission over a year ago regarding the enforcement of safety regulations. Mr. Sidney Zagri, legislative counsel, subsequently met with Vice Chairman (John W.) Bush once again demanding strict enforcement of the safety regulations, but to no avail.

"This International Union has testified before Senate and House Com-

Boss Erred In Discharges, Interrogation

A New York City metal furniture manufacturer was set back in a National Labor Relations Board decision involving Teamster Local 810.

The Board adopted the findings of the examiner who found that Hunter Metal Industries, Inc., had violated the Act by unlawfully interrogating employees about their activity for the Teamsters, threatening them with economic reprisals for such activity, and making statements to employees indicating that union meetings were under surveillance.

The company further violated the Act, said the Board, by discharging Carlos Del Valle and James F. Kimlin for union activity.

Hunter Metal was ordered to cease the unlawful conduct and to reinstate the discriminatees with backpay and interest.

Truck Tons Gain in September

Intercity truck tonnage transported by motor carriers last September increased 9.4 per cent over the same month in 1964 according to the American Trucking Assns., Inc.

The ATA survey disclosed that motor freight traffic gains were registered in all nine geographical regions according to common carrier reports filed with the Interstate Commerce Commission.

Employer Errs In Setting Up Anti-Union Rule

An employer who established an illegal no-solicitation rule against organizing activity by Teamsters and then fired an employee for "violating" the rule was set back by the National Labor Relations Board in a recent decision.

The Board agreed with the trial examiner that Pepsi Cola Bottlers of Miami, Inc., violated the Act in the case involving Teamster Local 198 of Miami, Fla.

After noting that the rule was not discriminatory, the Board said:

"It is well-settled that management can prevent employees from soliciting for a union during working hours, provided the ban is imposed on a non-discriminatory basis.

"We find that the basis on which the ban here was attempted to be imposed was discriminatory, because the times at which the ban was promulgated were restricted to times of intensive union activity and no other time, and other types of solicitations were and had been allowed."

The Board said Pepsi Cola also violated the Act by discharging Al Perez for breaking the no-solicitation rule. The evidence, however, established that the reason given was a pretext and that he was actually discharged for union activity.

It was further held by the Board that the interrogation of an employee by the company's attorney concerning Perez' compliance with the no-solicitation rule also violated the Act.

Pepsi Cola was ordered to cease the unlawful conduct and to reinstate Perez with backpay and interest.

Aluminum Is Popular

Main reason the aluminum industry wanted to get through its price increase is that the industry is enjoying a seller's market today. Shipments of aluminum, plus exports, will total more than eight billion pounds this year—up 12.4 per cent from nearly 7.2 billion pounds in 1964. New aluminum uses have been found for bottling, packaging, house and auto construction, pleasure boats, and armaments.

Started as Joke

Woman Truck Driver Likes Outdoor Life

Mrs. Merle (Irene) Green of Vicksburg, Mich., is one of those rarities in the transportation industry—a housewife turned truck driver.

Mrs. Green, better known as "Maw" Green, is a member of Teamster Local 7 in Kalamazoo, Mich., and describes her life-on-wheels as one requiring strong nerves and stamina.

The only woman driver of large trucks in southwestern Michigan, Mrs. Green recently explained how it all came about, saying, "It all started out as a joke."

She said:

"My husband is also a truck driver (and member of Local 7), and I used to go down to the office quite a bit to see if there was anything I could do to help them out.

"The boss kept kidding me about getting a job as a truck driver. I naturally kidded him right back."

13 Ton Rig

Mrs. Green, who is the mother of a teenage son and a teenage daughter, carried the joke on to the extent of getting a chauffeur's license.

"When it was learned that I had my license," said Mrs. Green, "the boss told my husband to tell me to report for work the next day."

Ever since that day in 1958, Mrs. Green has been hauling blacktop, fill dirt, brush, and spreading gravel for the firm, D & E Weiandt Trucking Co.

The lady Teamster now drives a 13-ton, double-axle truck, a much different vehicle than that she encountered on her first day on the job.

Her first assignment was to haul blacktop—a trip she described as "very nerve wracking." Said Mrs. Green:

"That truck looked very big. It was a 7 and one-half ton single-axle truck with a load of 15,000 pounds. Fortunately when I got to my destination, there was someone there to unload the truck for me."

Mrs. Green said her next most trying moment came the time she lost

her brakes and had to pull over a curb to avoid hitting another truck. She commented, "That is quite a sensation to put on your brakes and have nothing there."

Mrs. Green says fellow truck drivers "all treat me just fine." They kid her a lot but if she ever encounters any trouble, they're very willing to help, according to the woman driver.

The lady Teamster tries to stick with local assignments so that she doesn't have to be away from home and her children for any length of time.

Her husband doesn't mind her driving a truck, according to Mrs. Green, and her children "rather enjoy the novelty of the whole thing."

Too, it pays better than clerking in the local 5 and 10.

Teamster Irene Green is thoroughly at home behind the wheel of her 13-ton double-axle truck. She has been a driver since 1958 and is a member of Local 7 in Kalamazoo, Mich.



Teamster Local

NLRB Fashions Unique Remedy In Case Involving Interference

Representatives of a Teamster local union won access to a company's plant to deliver a captive audience speech as part of an unusual remedial order issued recently by the National Labor Relations Board.

The Board fashioned the unique remedy to deal with H. W. Elson Bottling Co., who committed serious interference violations of the Taft Act during an organizing campaign conducted by Teamster Local 328 of Escanaba, Mich. Yet the employer simultaneously was found innocent of refusing to bargain because the union lacked majority status at the time it requested recognition.

The bottling firm was ordered to send customary notices by mail to every employee, provide Local 328

with access to company bulletin boards for a 3-month period, and permit the union to make a captive audience speech on company time and premises.

After the company complies with the order, said the Board, a representation election will be conducted if the union so requests.

The trial examiner in an earlier hearing found that the company made coercive speeches promising a wage increase and forced employees to sign statements withdrawing support from Teamster Local 328 while disclaiming interest in union representation.

Originally, the organization of the firm's employees was self-generated, said the Board, as 11 workers out of an appropriate unit of 23 signed applications for membership in the

Teamster affiliate and also signed authorization cards.

Immediately thereafter, the company embarked on an unlawful anti-union campaign which included threats of layoff and curtailment of operations—along with wage increases—directed at the employees.

The trial examiner recommended the customary posting of notices as a remedy but the Board concluded that something more was necessary as argued by Local 328.

It would be an anomaly, the Board concluded, to prevent an employer's benefiting from misconduct which destroys a union's majority, yet allow him to act with comparative impunity to prevent such majority status from ever being attained.

Teamsters Help Fight Mental Illness

Leaders in Michigan Teamsters locals are contributing to the fight against mental illness and emotional disturbance in their state. Two local leaders have accepted positions on key citizen groups striving for effective legislation, and adequate services for mental patients.

George Withers, president of Local 247, Detroit, was elected to the state board of directors of the Michigan Society for Mental Health, at the Society's recent annual meeting. Withers will serve a three-year term on the board, which is representative of business, labor and the mental health professions.

Lee Haney, president of Local 406, Grand Rapids, has accepted appointment to the Society's Statewide Committee on Mentally Ill and Emotionally Handicapped Children. This committee develops policy for the Society's program dealing with children with disordered minds.

The Michigan Society for Mental Health is the United Fund agency in Michigan which seeks public, legislative and private support for programs against mental illness.

• Switchoo

The National Grange, powerful agricultural organization which has long opposed a minimum wage for agricultural workers, has changed its policy and now favors "reasonable minimum wages for agricultural workers. . . . to place the family farm in a more competitive economic position."



Workers Shorted

Statistics Prove Wages Fall Behind Gains Registered in Worker Productivity

BUSINESS publications won't admit it, but the compensation of American workers has not kept pace with the advances that have been made in productivity during the past five years.

Unit labor costs are the key to the story.

Since the Labor Department released its latest statistics on unit labor costs, the propaganda barrage from business-oriented magazines and columnists has sought to show that an equilibrium has been maintained between wages and profits.

Business Week, distributed nationally to top management readers, used Census Bureau material to prove "The Line Still Holds on Unit Labor Costs."

Said *Business Week*:

"Unit labor costs in manufacturing, which have held remarkably steady throughout this (recent) expansion, continue to show a nearly flat trend."

3.2 Per Cent

The magazine went on to say that according to the "old data," unit labor costs have been falling gently since the start of 1963. "This could be interpreted to mean that labor isn't getting its share of wealth being generated by productivity gains and rising industrial production . . ."

"The new data, however," said *Business Week*, "show that wage gains actually have been somewhat more substantial."

This verbiage was almost exactly contrary to information which the Labor Department put out recently, stating that between 1959 and 1964:

—Output per manhour, or productivity, rose at an average of 3.2 per cent per year, a third higher than the increase during the preceding 12 years.

—Compensation per manhour rose at an average of 3.5 per cent a year, compared with an average of 6 per cent annually over the previous 12 years.

Overlooked by *Business Week*: The rate of output went up by a third while the rate of pay increase dropped by more than 40 per cent.

Partly to blame for the misunderstanding probably is the fact that the

Labor Department itself stressed the "stability" of unit labor costs "as a basic element in the nation's unprecedented 55 months of unbroken economic expansion."

But the Labor Department statistics proved a great deal more than "stability." They showed that:

—Unit labor costs have actually declined since 1960.

—The buying power of the factory worker has increased at a slower rate of speed than his increase in productivity.

—The rate of increases in wages and fringe benefits has slowed down while productivity has continued to increase at a good rate.

It is the combination of the latter three factors that has accounted for the huge profits that daily are being posted by almost all of American industry and give the lie, as the *Wisconsin Teamster* put it recently, "to the barrage of editorial comment during labor-management disputes of union 'greed' for ever higher wages and fringe benefits."

• Teamsters Help

Contributions by the Teamsters Union, the Meat Cutters, and the United Automobile Workers made possible a bust of Norman Thomas, noted Socialist leader, unveiled recently at the historic Eugene V. Debs home in Terre Haute, Ind.

**THIS you
don't need!**



The Air-Conditioned Sweatshop

Bill Kovach

(*EDITOR'S NOTE: The following article is reprinted with permission of the publisher and the author from the October 7, 1965, issue of Reporter magazine. It is presented here to give our readers an in-sight into the manner in which "right-to-work" laws are coupled with other state policies to keep wages at a poverty level. The subject matter is especially important in view of the pending issue of repeal of section 14(b) of Taft-Hartley before the 2nd session of the 89th Congress which will convene shortly after the 1st of the year.*)

NASHVILLE

AT ONE TIME or another during the past decade, almost every manufacturing center in the United States has been visited by dedicated boosters announced by orange-and-white calling cards as "Ten Men From Tennessee." Their purpose has been to lure industry to their state, and in this endeavor they are competing with counterparts from the eight states that border on Tennessee. These industrial promoters assail the businessmen with facts on Tennessee's climate, central location, and natural resources. But these advantages are just a gloss on the real attraction—cheap labor and dollar incentives. Tennessee, like the other industry-seeking states in the South, has frankly been buying industry with tax dollars and with its people.

Through the efforts of the chambers of commerce and politicians, industry has been raised to the level of unassailable virtue. In the name of industry, Tennessee enacted a "right to work" law in 1947; in the name of industry, the burden of taxation has gradually been shifted almost totally onto the consumer; in the name of industry, bond acts were passed in 1951 and 1955 permitting the use of public funds to build and in some cases pay for plants and machinery for companies moving South to avoid high wages. Recently,

these incentives and their consequences have come in for heavy criticism in Tennessee itself.

In 1963, a detailed and generally critical study of public-financing programs for industrial development was undertaken by the Advisory Commission on Intergovernmental Relations, which includes governors, congressmen, Federal officials, mayors, and state legislators. Their conclusion was: ". . . the industrial-development bond tends to impair tax equities, competitive business relationships and conventional financing institutions out of proportion to its contribution to economic development and employment. It is therefore a device which the Commission does not endorse or recommend." The sixteen states listed in the report had, through 1962 issued nearly a half billion dollars in local industrial-development bonds. In this category, Tennessee led the nation with a total of \$125,716,000 (including bond issues to build plants for such industrial giants as Olin Mathieson and Genesco Company), followed closely by Mississippi with \$102,748,000.

Although the expansion of Southern industry began in earnest after the Second World War, the movement goes back to Mississippi Governor Hugh White's BAWI (Balance Agriculture with Industry) pro-

gram of the 1930's. That state's consistent ranking as the poorest in the Union is one indication of the success of White's programs. The other Southern states, however, Tennessee included, began with right-to-work laws and refined their recruiting techniques until by 1962 more than forty per cent of all money spent in the nation by state agencies to advertise industrial advantages was spent by the states in the Southeast. Industrialization is second only to the civil-rights movement as the central theme of Southern history since 1945.

In terms of development, the results have been impressive. Between 1951 and 1963, the total investment in new and expanded plants operations in Tennessee totaled \$1.8 billion. While most of this was spent to expand existing industry, at least three hundred new plants were established in Tennessee with the help of public funds and at a total investment of some \$200 million. Many of these were plants whose names have made the AFL-CIO's list of runaway shops, such as the Emerson Electric Company, which moved one of its operations from St. Louis to Tennessee between 1963 and 1965, leaving behind about 250 workers, and Yale & Towne Manufacturing Company, which closed its two-thousand-employee plant in Stamford, Connecticut, to move to Lenoir, Tennessee, in 1957.

Scum Industry

Outside Tennessee and the South generally, this practice has been condemned, first by organized labor and more recently by organizations closer to home. A few years ago, the Southern Governors Conference reported that their states were relying on industries in which "wages are on the bottom of the list," and that they had not been "selective" in their industrial recruitment. Recently Bernard F. Hillenbrand, executive director of the National Association of County Officials (NACO), was more critical of the practice of luring industry as being unfair to existing business and industry in a community. "Nine out of ten new jobs in the typical community," he said, "are developed by expansion of existing industry and it is not fair to ask them to support scum industry that does not want to pay fair wages but wants a free ride from the local taxpayers." To defenders of public-financed industrial development who cite economic salvation arguments, Hillen-

brand replied: "We can justify brothels on an economic basis, but that does not make them any less immoral."

Tennesseans are also beginning to take a closer look at the effect of being characterized as a "docile labor supply" and at the use of their tax dollars to lure industry. During a recent debate on the repeal of Section 14(b) of the Taft-Hartley Law, Tennessee's Sixth District Representative William R. Anderson pointed to some of the evils of harboring runaway shops. The right-to-work law has brought some industry in, he said, but "In some cases this industry has been interested not so much in the natural advantages of the State nor in our economic uplifting, but in cheap labor to turn over raw materials coming, mainly, from outside the State, into products sold, mainly, outside the State. Any economist will confirm that this does not promote the economic growth of our State very much."

Whose Bargain?

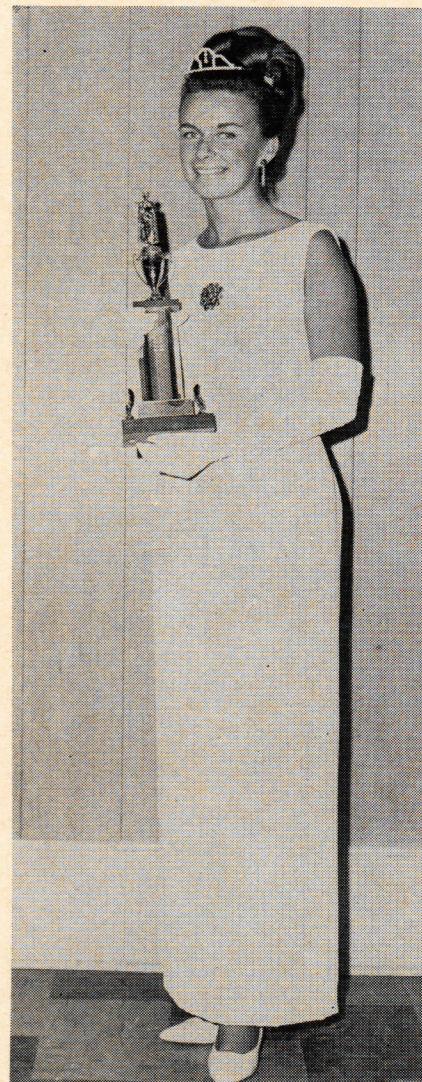
Although active recruitment of runaway shops is still supported on an economic basis by local and state officials, statistics show that while industry may be "sold on" Tennessee, the bargain is one-sided. Figures based on the last census that are contained in the state's 1965 report on the incidence of poverty show that the number of persons employed in manufacturing industry is twenty-six per cent of those employed compared to twenty-seven per cent nationally. According to the report, "This indicates that Tennessee may be in a period of comparative advantage in manufacturing relative to the rest of the nation." This "comparative advantage," however, is not readily apparent in the economic condition of the people of Tennessee. The report also shows that state's median family income at \$3,949, far behind the national level of \$5,660 and less than \$1,000 above the official line at which poverty begins. Even the top third of the counties were below the national standard, and every one of the ninety-five per cent of its families in the poverty category.

Arguments that these conditions will be corrected by a continuation of the twenty-year-old industrial-recruitment campaign are not supported by information compiled on existing industry. According to another report made this year, the major industry in Tennessee, apparel and related

products, pays an average weekly wage of \$49.60, barely above a poverty existence. Even this figure is inflated by the inclusion of supervisory personnel. The depressing effect of low wages on the economic climate in Tennessee is made worse in that at least twelve per cent of all manufacturing jobs were "bought" through public bond issues and represent little if any investment by the companies.

Dr. Harold Bradley, a state legislator and history professor at Vander-

Teamster Beauty



Kathy Boyle, 17, of Belford, N. J., was recently elected Miss Monmouth County in an annual beauty and charm contest held at that N. J. seashore community. Kathy's father, D. W. Boyle, is a member of Teamster Local 97, and is an active Lt. Col. in the armored division, U.S. Army Reserves. Kathy also is the niece of Local 97 business agent, Thomas A. Donohue.

bilt University, points out that the cost of such jobs does not end with the initial investment: "There are the continuing costs of the community in the form of increased service by public utilities to the plant, increased maintenance costs, increased outlay for schools and other facilities, and at the same time many of the new workers may be commuters who live outside the local taxing jurisdiction." Dr. Bradley and Bernard Hillenbrand refer to Department of Labor statistics showing that a \$20,000 investment is needed to create one new industrial job, and they add that it is one thing if that investment is made by private enterprise and another if it is paid by the taxpayers. In Hillenbrand's words, they are "prostituting their government tax immunity."

Though the unions are making noticeable gains in many areas of the state among industrial workers caught in the squeeze between low wages and subsidized industry, the organizers are confronted with two major obstacles to any rapid economic advancement through unionization. The first of these is the way politics and economics mesh at a plant built through public finances. For example, in tiny Lewis County, the United Rubber Workers

are in a bitter struggle with the local political forces to organize Lewis Products Manufacturing Co., a subsidiary of the American Bilt-rite Rubber Co., whose plant was erected in 1960 under a \$3-million general-obligation bond issue and expanded in 1963 with another \$1-million bond issue. Frank Whitworth, Jr., president of URW Local 760, charges that the company was promised a minimum of five years' operation without a union. The promise, he said, was made by State Commissioner of Education J. Howard Warf, political boss of Lewis County, who was then head of the industrial committee and superintendent of county schools. Other officials—including the mayor of the county seat, who is also attorney for the company—have denied this, but unrefuted testimony in an NLRB hearing has shown that a sure way to get a job at Lewis Products has always been a note from Warf approving the applicant. Thus, Whitworth says, the company and the political leaders reinforce one another; to assure labor peace, the company allows political leaders to screen employees, and in effect gives them a new form of patronage.

Threat to Control

It is a relationship that the URW is finding hard to break. After three plant elections, several favorable NLRB decisions, and ten weeks of fruitless negotiations, the URW struck Lewis Products. They are still out, but their strike is threatened by what Whitworth calls "political interference." Local officials, including the police, are actively recruiting non-union workers to cross the picket lines, Whitworth charges. Further, the company is being reinforced by two other industries located in Lewis County, both actively solicited by the county—Genesco and Henry I. Siegel, both regarded by labor as anti-union plants. "The real problem here," Whitworth stated recently, "is not so much whether or not we form a successful union but that we pose a threat to the political control of this county that has been established through the plants."

Another example is in nearby Lawrenceburg, where Teamsters Local 327 of Nashville has mounted a sometimes violent campaign to organize the Murray Ohio Manufacturing Company, which came to Tennessee in 1955 to escape rising

labor costs in Cleveland. Financed by a \$2-million community bond issue, Murray Ohio has become the leading industry in the area and furnishes more than half of all its industrial jobs with annual payroll of \$10 million. Lawrenceburg, like many other rural towns in Tennessee, has become a new kind of company town. The leading citizens who control its economic life are board members or stockholders in Murray, Ohio. City officials plan many of their programs around the company's needs and desires. When the Teamsters moved in and mounted a strike that effectively shuts down the plant, the police and economic forces of the community were joined against the union. In the end, Governor Frank Clement, who had been advised that publicity stemming from the strike was "turning away industrial prospects," stepped in with the Highway Patrol to enforce an injunction against picketing, thereby ending the three-month strike.

Catching the 1930's

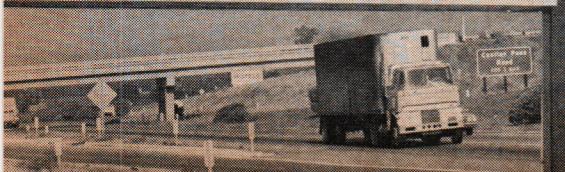
Attorney George Barrett of Nashville, who represents the state Labor Council of the AFL-CIO and Teamsters Local 327, has attempted to balance the scales which he insists are weighted in favor of an alliance of industry and political power. Barrett has been arguing for a state labor board and a little Norris-LaGuardia Act in Tennessee to take jurisdiction over labor disputes away from state courts. Chancery-court injunctions have frequently prevented the unions from using their strike weapon. According to some labor officials, the state and the courts have, in effect, become arms of the company in what is essentially an economic struggle.

With these forces operating against union activities, Barrett and others believe that the second major problem confronting unionization in the South today is the ineffectiveness of the NLRB. "The NLRB over the years has bogged down in bureaucracy and has become almost sterile," Barrett said. "In many cases the regional men they send down South have been dealing with the extremely sophisticated labor problems in the East where the unions and companies are competing on the base of thirty years experience. . . . There is nothing sophisticated about the movement here. We are still trying to catch up with the 1930's." The

Teamster Eye-Catcher

Teamster Local 186 in Santa Barbara, Calif., is proud of its new sign that catches the eye of motorists on Highway 101 near Carpinteria. The sign is illuminated and reads from both sides. Messages are interchangeable and can be addressed to the membership or, as in this case, to the public at large. Line drivers passing the local union's building usually give the sign a blast of their horns.

TEAMSTERS
LOCAL 186
WORLD'S
SAFEST
DRIVERS



NLRB, he said, is of little help in the central issue of getting plants to accept unions, and its machinery is so slow and cumbersome that a struggling union could easily disappear from the scene while awaiting needed decisions.

The next few years promise major changes in the rules under which shopping for industries is carried out. The Johnson administration is seeking repeal of Section 14(b), which would negate state right-to-work laws—probably the least important of the tools now used to lure industry from states with powerful union organizations. More importantly, the industrial-bond acts are coming under heavy criticism, and state officials fear Congressional action that will rescind the tax-exempt status of such bonds. One portent of such action was contained in the Ad-

visory Commission on Intergovernmental Relations' 1963 report: "The National Government is concerned because the financing method employed usually involves the dispensation of a Federal subsidy (through tax-free bonds) to private interests by a third party, in this case a local or a state government. It may be justified therefore, in taking such steps as it deems necessary to insure that subsidies dispensed at its expense are not dissipated or exploited for private advantage. . . ." The report concluded that the effect of these activities "on the fairness of the Federal tax system, the efficient operation of the money markets, the dispersal of industry, employment and unemployment, and the condition of the national economy" demonstrates that they have become a matter of national interest.

Teamster Shelf-Stocking Rights Upheld in Labor Board Ruling

Teamsters in Southern California recently gained a significant victory in protecting their work rights in a jurisdiction that long has been recognized as being theirs—that of shelf stocking and other customary in-store chores.

A three-member panel of the National Labor Relations Board has affirmed an earlier decision by a trial examiner who found a violation of Section 8(e) of the Taft-Hartley Act, agreeing that Article I of a contract negotiated between nine locals of the Retail Clerks and the Food Employer's Council of Southern California was a "union-signatory clause" and was "directed to the capture of membership dues and initiation fees" of shelf-stockers who long have been Teamster members.

In effect, the NLRB decision turned back the raid that Retail Clerks unions in Southern California have attempted to execute by absorbing, through the contractual provision, Teamster driver-salesmen who do shelf-stocking work. The Board ruled that the contract clause was unlawful.

After the Retail Clerks-Food Employer's Council contract had been negotiated, officials of Teamster Joint Council 42 and local unions involved in the dispute initiated court action. This prompted the Clerks and employers to agree by stipulation that enforcement of the provision would be deferred.

Personality Tied to Road Mishaps

Rashness and inattention cause accidents, and personality traits which may cause a driver to be rash or inattentive can be identified by psychological testing or examination of biographical characteristics according to a study made by the California Highway Patrol.

Fifty-two hundred single vehicle accidents were analyzed statistically. The Patrol study found that rashness and inattention seemed to be underlying causes of road accidents, no matter what the nominal cause might be.

A small sample of the 5,200 drivers was chosen for comparison against a control group of drivers. Persons who scored lowest on the psychological examination were found to be among those with the worst accident and violation records.

It was found also that accident-prone drivers were more apt to be unmarried, had weak credit ratings, and frequently moved to new addresses.

DRIV(E)ing Along



At Jt. Council 43's annual stewards' dinner in Detroit last month some 3200 stewards, wives and friends applauded the job done by Marshall Eklund. Eklund took his bows for signing up 150 DRIVE memberships during October. Eklund, a steward for Norwalk Truck Lines wears a DRIVE-JOIN sash. He is with General President James R. Hoffa; Otto E. Wendel, Michigan DRIVE director; and Mrs. Eklund.

U.S. Chamber Aims Guns at Labor

Under the auspices of the U.S. Chamber of Commerce, 18 of the West's top company lawyers who specialize in the employer's side of labor relations have completed a plotting session on labor legislation in the second session of the 89th Congress.

This was the last of four conferences conducted in various parts of the country by the Chamber's so-called 'blue-ribbon' committee to consider changes to be sought next year in the Taft-Hartley Act.

Among the things the Chamber is likely to propose to Congress are turning over the functions of the National Labor Relations Board to the federal courts; counteracting NLRB rulings which employers claim restrict management in communicating with workers during labor negotiations; a more stringent secondary boycott ban; and a knockdown and drag out fight to retain compulsory open shop as authorized by Section 14(b) of Taft-Hartley, and to persuade additional states to enact such laws.

The recent closed-door session was held in San Francisco.

Congratulations



Teamster General President James R. Hoffa was on hand recently when Joint Council 10 kicked off its DRIVE check off program. He is shown here congratulating Nicholas Morrissey, president of Joint Council 10, Boston. Looking on, left to right, are National DRIVE Director Sidney Zagri; William McCarthy, Joint Council 10 secretary-treasurer; and Alexander Hylek, of Local 251, DRIVE director for the Council.

Private Retirement Plans Cover 25 Million Workers

Private retirement plans now cover about 25 million workers in the United States according to a recent pension study released by the Labor Department.

The various pension plans pay almost \$2.75 billion annually in benefits to nearly 2.5 million beneficiaries.

It is estimated that by 1980 the number of employees covered by such retirement plans will increase to 42 million or 3 of every 5 workers engaged in non-farm employment. Likewise, the number of beneficiaries is expected to increase also—to 6.5 million by 1980.

Total contributions to pension plans amounted to almost \$7 billion last year and are expected to top \$11 billion a year by 1980. Benefit payments are expected to increase to around \$9 billion in the next 15 years.

Total private retirement plan reserves, the study estimated, will grow to about \$225 billion by 1980.

• Unfair Buttons

Green Duck Button Co., of Chicago, Ill., is non-union and owns St. Louis Button Co., Inc., of Hernando, Miss., where Teamster Local 984 recently lost a National Labor Relations Board representation election after the company conducted a vicious anti-union campaign prior to the ballot of nearly 90 eligible employees.

• Wirtz on Jobs

"The facts are that at least three million people in this country, probably more, are out of work today; that 600,000 of them have been unemployed for 15 weeks or more; that most of them want very much to work; that there is an additional serious problem of underemployment; that the unemployment rate in this country is at least twice as high in comparable terms as it is in most European countries—and that there is no good excuse for any of this."—W. Willard Wirtz, Secretary of Labor, in a Chicago Speech, November 3, 1965.

Another Picketing Restriction

The National Labor Relations Board has ruled it is illegal for construction unions striking a general contractor to picket at gates set aside for the exclusive use of subcontractors not involved in the dispute.

"Such picketing violates the secondary boycott prohibitions of the National Labor Relations Act," the NLRB ruled in a 3-2 decision.

The ruling stemmed from unfair labor practice charges filed by Markwell and Hartz, Inc., a general construction firm headquartered in Memphis, Tenn., against the AFL-CIO Building and Construction Trades Council of New Orleans.

For Your Information

● Voter Political Knowledge

Americans are woefully uninformed about the men who represent them in Congress if the results of a recent Gallup poll reflect the true political knowledge of eligible voters.

The poll revealed that only 43 per cent of all voters know the name of the Representative from their district. Furthermore, 41 per cent do not know the Representative's political party affiliation.

Gallup's checkers also discovered that only 19 per cent of the voters knew how their Representatives voted on major bills passed last year; only 14 per cent could cite anything their Congressman has done for the district he represents.

● Nearly Instant Riot

"Now your town can have a professional riot. Name your cause. We will demonstrate"—so read a pamphlet received in the mail by a local sheriff in Paradise, Calif.

Offered by an organization calling itself "Demonstrators Inc." reported Press Associates Inc., recently, the pamphlet added some advice about the offer for instant riot:

"Ninety days advance notice will be needed to guarantee spontaneity."

● Tomato Truth

A California housewife and her friend, tired of double-talk about the price of tomatoes and the growers' contention of high cost for labor, went into the fields to pick tomatoes.

In six hours, they picked seventy-three 50-pound lugs of tomatoes. They were jointly paid \$17 for the job.

That evening, the housewife went to a grocery store and paid 29 cents a pound for tomatoes. She complained:

"A little multiplication will disclose that my friend and I picked \$1,058.50 worth of tomatoes, of which we can account for \$17. Where is the other \$1,041.50?"

● Sweden's Labor Shortage

Sweden's labor shortage has provoked almost as large an economic crisis as some other countries' unemployment problems.

Currently, an estimated 175,000 Swedish jobs are looking for workers. This is in spite of the fact that at least 140,000 foreign workers are now employed in Sweden.

The government recently offered a \$100 bonus to workers who would move to labor-shortage areas even for part of a year.

● Name Change

The International Hod Carriers, Building and Common Laborers' Union of America has received AFL-CIO approval to change its name.

Hereafter, the 400,000-member organization will be known as the Laborers' International Union of North America (LIU).

The LIU general president is Joseph V. Moreschi and the general secretary-treasurer is Peter Fosco.

● Profits Stay Strong

Corporate profits continued their strong pace during the third quarter of this year, ranging 17 per cent higher than in the same period a year ago.

Results of the First National City Bank of New York survey of after-tax earnings of more than 1,000 corporations show also that for the first nine months of 1965, net earnings of the firms increased 16 per cent over the same three-quarter period of 1964.

Increases in productivity (and profits), concluded the bank survey in a gross understatement, "have so far been sufficient to offset rising wage costs."

● Accidents Take Toll

Accidents of all kinds killed 72,560 in the United States during the first eight months of this year, according to the National Safety Council.

The total in deaths was an increase over the 69,400 fatalities reported in the same 8-month period last year. The overall death rate from accidents dropped slightly, however, because of an increase in population.

Deaths in the first eight months this year totaled 18,700 as a result of accidents in the home, 9,600 deaths associated with work, 13,500 deaths in public places (excluding traffic), and 30,760 deaths from motor vehicle accidents.

● 1966 Food Prices

Retail food prices are expected to increase next year, according to the Agriculture Department.

In a review of the national food situation, the agency said red meat prices are expected to move up along with prices for many canned fruits and vegetables. The 1966 prices for fresh vegetables, citrus fruits, and poultry are expected to drop, and potato prices will drop considerably.

Retail prices for all foods in 1965 are expected

to show an increase of more than 2 per cent over 1964 when all the figures are in.

● Illegal Payment Charged

The Pure Oil Company has been charged with making an illegal \$300 payment to an independent union which sought to oust Teamster Local 545 as bargaining agent.

The government has alleged that the huge oil firm, through a terminal manager, made the payment to an officer of the Hilltop Association of Truck Drivers and Warehousemen in Cleveland.

● Medical Insurance

An estimated six million elderly Americans already have enrolled for voluntary medical insurance which is supplementary to the basic Medicare program enacted by the recent Congress.

The voluntary medical insurance, costing subscribers \$3 monthly, will pay doctor bills and other costs not covered in the basic Medicare plan.

It will take effect, along with other phases of Medicare, next July 1st for those 65 and over.

● Interstate Mileage

"Mile No. 20,501" was added to the Interstate Defense Highway System last month as construction of the 41,000-mile network went over the halfway point.

The network of non-stop, controlled-access roads serving all the high-population centers of the United States is scheduled to be completed in 1972.

Current estimated cost for the entire project is nearly \$47 billion—could go to \$50 billion.

● Why Jobless Seek Work

There is one indisputable answer for those reactionaries who still claim that the reason there are so many unemployed is that jobless people are "too lazy to go to work."

This easy answer does not account for two situations cited in the Monthly Labor Review of October, 1965, which is published by the Labor Department. In an article entitled, "Why the Unemployed Sought Work," were the following statements:

—"More than half of the 4.7 million unemployed in June were labor force entrants.

—"The majority of unemployed teenagers were labor force entrants, most of whom had never held a full-time job."

● Federal Automation

Unions representing some 1 million government workers reportedly are trying to figure out a defense against the job-killing effects of automation.

The council of 31 unions of federal workers says that in the year ended in March, 1964, some 16,000 jobs were automated out of existence.

The council has asked the government to halt the introduction of labor-saving machinery until a pro-

tective plan can be developed to aid those who will lose jobs.

● Interstate Theft

Thefts of goods moving in interstate commerce during fiscal 1965 resulted in 816 convictions, according to records of the Federal Bureau of Investigation.

The Justice Department's investigative agency said the crimes ranged from petty pilferage to major hijacking with the use of force or violence.

Those convicted for the crimes received sentences totalling more than 1,900 years.

● They Need a Union

From the Wall Street Journal:

"Top executives' pay, though rising, lags behind other economic gains.

"Total compensation for the average chief executive in 420 companies climbed 25 per cent to \$133,500 in 1964 from \$106,700 in 1953, a study by Arch Patton of management consultant McKinsey & Co. found.

"But that was about half the 46 per cent rise in pay recorded by production workers during the same period. Sales of the companies studied increased 76 per cent in the period, profits 102 per cent."

● Doctors Dominate Council

Physicians are in the majority of the 16 members on the Health Insurance Benefits Advisory Council named recently by President Johnson.

The council will help shape policies for administration of the new Medicare program to go into effect next year.

Nine doctors were appointed by the President to serve on the council.

● Automated Drive-In

An automatic system of food preparation, using frozen food and assembly-line methods, has been put into operation at a drive-in in Levittown, N.Y.

The system replaces short-order cooks, counter men and car hops, being able to provide a hamburger untouched by human hands.

Consumers activate the system by pressing a button and picking up a telephone. They call in their order to a switchboard-like device equipped with a key for each item on the menu.

● Big Biz and Politics

Big business is getting ready to give big financial support to the "right" House and Senate candidates running in next year's election.

The Business-Industry Political Action Committee (BIPAC)—management's opponent to labor political education programs such as the Teamsters' DRIVE—has set a goal of \$1 million to be collected for the aid of the "right" candidates.

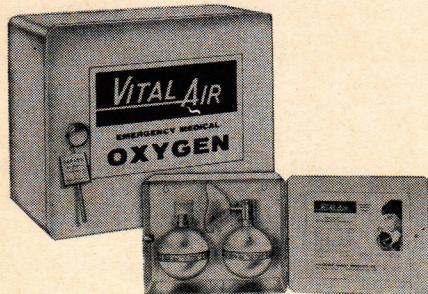
BIPAC officially spent \$250,000 in the 1964 political campaign. BIPAC goals beyond 1966 call for expenditures of \$3 million in each campaign.

WHAT'S NEW?

No Lubrication with No-Hop Tandem Axle

The fully rubber-bushed pivot joints need no lubrication on a new no-hop tandem axle suspension for on- or off-highway service. Providing positive 2-axle stabilization with stopping distances reduced up to 50%, it has a 36,000 to 44,000 pound capacity and allows over 7½-inch axle displacement. Adapting to mounting heights from 13 to 15½ inch, the unit is offered with either single or multi-leaf springs.

One Hour's Use In Oxygen Unit



This new oxygen unit is designed for immediate use when needed and provides more than one hour's use from each sphere. There are no valves or gauges to adjust. Just the press of a button delivers pure medical oxygen at a continuous, properly regulated flow.

Weighing only two pounds, it is light and easy to handle by patient or by person administering. Furnished complete with two one-hour spheres in a cardboard carrying case, it is also available with a white enamel metal wall cabinet for plant and office areas.

Inspect Sealed Cargo With Wide-Angle Viewer

Inaccessible closed compartments or sealed loads can be checked visually with a wide-angle viewing device from the Pacific coast. These unique cargo viewers, several of which can be mounted at strategic points in the roof

and walls of containers, trailers and truck bodies, each provide a 180-degree field of view and its adjacent area. This permits visual internal inspection of cargo conditions.

Clear Floor Mats For Chrysler Cars

Now available for all 1965 Chrysler-built passenger cars is a complete line of vinyl floor mats to provide custom-fitted see-through protection for carpets. Both clear and tinted MoPar vinyl mats are offered in door-to-door and individual types for front and rear compartments. Designed to resist punctures by spike heels, the mats are reinforced at points of wear.

Effective Cleaner for Vinyl or Leather

According to the manufacturer, a new cleaning product for vinyl and leather does a fast, safe and effective job and is particularly recommended for that much-needed interior cleanup in business cars and taxicabs. Just spray on, let stand a few seconds, then wipe off. Upholstery, door panels, seat backs, headliners, etc., are cleaned without streaks, rings or sticky residue.

Solid-State Circuitry In Universal Tachometer

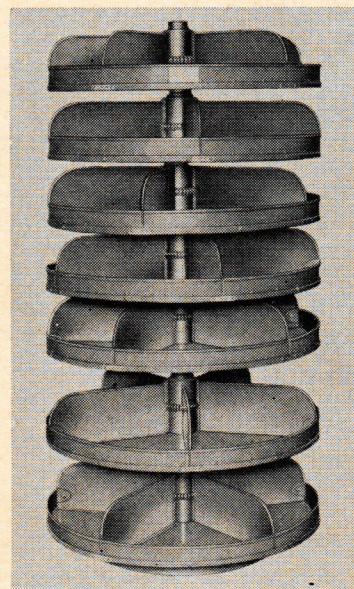
A single wire connects a new universal tachometer that features solid-state circuitry with two zener and two standard diodes. Designed with a 250-degree sweep of face dial, it adapts to all 4-, 6- or 8-cylinder engines with either battery or magneto electrical systems—6v or 12v, positive or negative ground.

Ease of Application in Non-Presticking Decals

The perennial headache of presticking of decals during application is eliminated by a major firm's film and adhesive design. After the paper liner is removed, the emblem or label can be slid around on the surface until the exact position is determined. Only when pressure is applied with a squeegee to activate the adhesive will the decal adhere and bond the film to the surface.

Efficient and Neat Are Revolving Bins

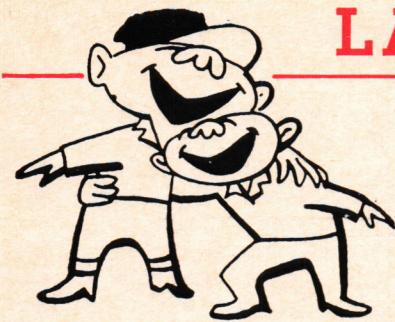
These rugged, self-contained revolving bins are 34" in diameter and are equipped with broad bases and fully stabilized shelves to prevent any possibility of sagging or tipping even when heavily and unevenly loaded. Each shelf has 5 permanent dividers and revolves smoothly in either direction on ball-bearing rollers. Up to 5 additional dividers can be added to increase the number of storage bins.



Ideal for small parts storage in stores, service stations, plumbing and electrical shops, schools and factories, they also perform as a third hand in assembly operations by making a large variety of component parts readily accessible at all times. They are available in 4-shelf models measuring 37 11/16" high and also 7-shelf units that measure 65 11/16" high. Finish is Lyon Gray baked-on enamel.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

All the Conveniences

A Texas rancher purchased a new Rolls Royce and, a few weeks later, brought the car in for servicing.

"Do you like it all right?" asked the salesman.

"Oh, it's fine. I especially like that glass partition between the front and back seats."

"You do?"

"Yeah, it keeps the cows from licking my neck when I'm taking them to stock shows."

A Fair Exchange

"Look what I got for my wife," exclaimed Jones as he pointed with pride to a brand new convertible.

"You lucky dog," Smith said in envy. "Where did you make a trade like that?"

Perfect Squelch

Terminal Manager: "This is the end. You're fired!"

City Driver: "Fired?! I allus thought slaves were sold."

Run Out of Savings

Trying to sell a housewife a home freezer, a salesman pointed out, "You can save enough on your food bills to pay for it."

"Yes, I know," the woman said, "but you see we're paying for our car on the carfare we save. Then, we're paying for our washing machine on the laundry bills we save, and we're paying for the house on the rent we're saving. We just can't afford to save any more right now."

Had Enough

"Didja hear about our shop foreman? He was so flabbergasted when his wife had quadruplets that he ran out and bought a fifth!"

Healthy

"Is this a healthy town?" inquired the home-seeker of a local resident.

"Yes, certainly," was the answer. "When I came here I hadn't the strength to utter a word; I had scarcely a hair on my head; I couldn't walk across the room, and I had to be lifted from my bed."

"You give me hope!" cried the home-seeker with enthusiasm. "How long have you lived here?"

"I was born here," replied the native.

Party Line

At a recent political meeting a well-known Republican was speaking. He remarked that his method of obtaining votes for the Republican Party was to give every taxi driver a large tip, then tell him, "Vote Republican."

"I think my way is better," said a party colleague. "I give them no tip and tell them 'Vote Democratic'."

True, True

Most people know how to say nothing—few know when.

Coast is Clear

Did you hear the one about the carburetor specialist who had such a bad cold he could hardly whisper? Well, he went to the doctors' office late one night and knocked on the door and the doctor's wife answered.

"Is the doctor in?" he inquired in a barely audible whisper.

"No, he isn't," the wife answered, also in a whisper, "Come in."

Right

A lawyer, pressing a rather reticent witness to define the degree of incapacity suffered by his client, asked, "Would you say he was intoxicated or under the influence of liquor?"

Wisely hedging, the witness answered, "I'd say he was both."

Five Wives

"So you have a son in Hollywood? Does he ever come home to visit you?"

"Oh, yes. He's been home every summer for five years."

"Really! And did he bring his wife home with him each time?"

"He did—and five very smart girls they were, too."

Magic

Mack: "Whatever happened to that pretty wife of yours you used to saw in half in your magic act?"

Jack: "Oh, she's living in Miami and Denver."

Positively

To be positive is to be mistaken at the top of one's voice.—Bierce.

Modern Lament

A man applying for a job asked the interviewer whether the company would pay for his hospital insurance. The interviewer said the worker would have to pay for it but it was deducted from his check.

"Last place I worked the company paid for it," he said.

"Did they pay for your life insurance too?" the interviewer asked.

"Sure they did," the man said, "Not only that, but we got unlimited sick leave, severance pay, three weeks vacation, Christmas bonus, coffee breaks—

"Then why did you leave such a perfect place?" the interviewer asked.

"The company folded," the man replied.

True Mourner

Lawyer: "What's the change you want made in your will?"

Miserable Mechanic: "I'm leaving everything to my wife, but only if she marries again within a year. Then I'll know somebody will be sorry I died!"

FIFTY YEARS AGO in Our Magazine

Vol. XII

(From the December, 1915, issue of the TEAMSTER)

Number 12

\$93.60 In Dues Brings \$2,782.00 In Wages

General President Reports On Financial Gains of One Local

On November 1, last, the wage agreement of Truck Drivers' Local Union No. 705, Chicago, the largest one affiliated with the International Union, expired. For several weeks prior to the expiration of the agreement, which had been in operation for a period of three years, a committee composed of the four salaried officers of the local union held conferences with the

"Pin-Money" Girls Hurt Wage Earners

No man should permit his daughter or sister to work at any kind of wagepaying occupation unless driven to do so by actual necessity. We have in mind when we say this the thousands of girls who are not compelled to work for a living, but go out seeking employment that they might have what they call "pin money."

Little as they think it, their "pin money" wage sets the scale for the women who are compelled to work in order to live. It enables the unscrupulous employer to fix a wage scale below what any woman can live upon comfortably. It is the cause of the \$5 scale.

It is a system that makes it impossible for thousands of needy women to secure a wage that will feed and clothe them comfortably, and then there are the widows with little children to think of, to be clothed and to be fed, and they are dependent upon this scale fixed by the "pin money" girl.

Fathers, mothers and women's clubs all over the land should speak out against the "pin money" girl—not to blame her, she is a good but thoughtless girl—but in order that she may be made to know the harm she is doing.

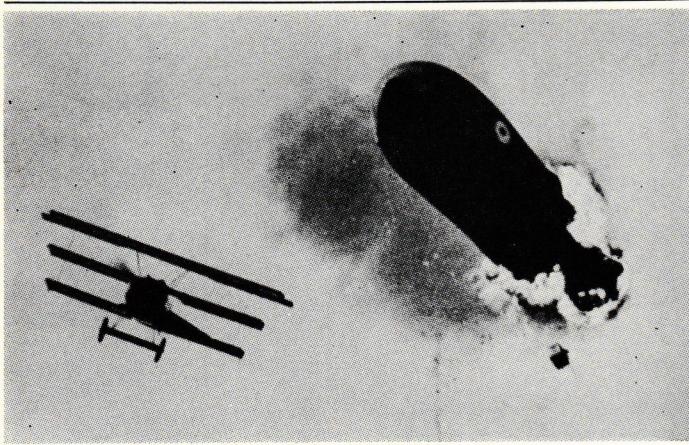
members of the Chicago Cartage Club, the employing team owners of Chicago. The question of hours and wages was discussed at several meetings, but the committee could come to no agreement.

At a special call meeting of our local union, with over 1,500 men in attendance, the report of the committee was read, which gave to every man driving a team or automobile an increase in wages amounting to \$1.50 per week.

The team owners were fair in all their dealings, trying to strike the best bargain possible, and, on the other hand, the representatives of the local union were doing their best to get all that was possible.

We leave it to the readers of this magazine as to whether or not the teamsters' union has accomplished anything for its membership. The single driver has received, through increase in wages since the inception of Local 705, the sum of \$1,924.00 over the salary paid before the union was started, and the double driver has received \$2,782.00 above the wages paid prior to the formation of this union.

The membership has paid on an average of 60 cents dues per month into the local union, which amounts to \$93.60, and which goes to show that their investment as members of our union has surely been a paying one!



The war in the sky in Europe was heating up as the Germans used their air arm to help neutralize the Allies barrage balloons. Filled with inflammable hydrogen, the balloons were easy targets for the German's fast, maneuverable Fokker Triplane.

Loss In Lives, Wages From TB Is Deplored

Workingmen are always aroused when an employer or a group of employers suggest a reduction in wages. How many of the men who read this article ever stop to think of the enormous sums of money they are losing in wages every year due to one preventable disease, tuberculosis.

A careful study of 500 Boston men who had consumption, and most of whom died with it, has revealed the fact that these 500 men alone lost over \$425,000 in wages as a result of this disease. The investigators in this study were not guessing; they actually looked up the wages that the various men had been getting when they were taken sick; the length of time they were sick, and thus the amount of money they lost could easily be figured up. Each of these men lost on an average in hard cash nearly \$1,000 in wages alone, to say nothing of the enormous loss to his family and the community and the uncomputed suffering that this disease caused. It

was found that out of the 500 men, 495 had to give up their work because of tuberculosis, and that the average number of weeks of complete disability when they could do nothing, ranged from fifty-eight to eighty-nine, depending on whether the men were living or dead at the time of investigation. The average rate of wages was about \$11.50 and the total loss amounted to \$426,039.

A most conservative estimate would place the number of deaths of workingmen from tuberculosis last year at 50,000. If, on an average, every one of them lost \$1,000 in wages, the total wage loss would amount to \$50,000,000 in one year. The actual loss is probably considerably larger than that sum, a number of writers placing it as high as \$150,000,000. It will be plain, however, to every workingman from these figures that an attack of tuberculosis means a serious loss in money, happiness, and health.

*Best Wishes for
A Merry Christmas
and a
Happy New Year*

